

Educator Recruitment and District Supports



Use this list of resources to financially support your recruitment processes.

Section one outlines financial aid available to in-service educators and those aspiring to become an educator.

Here you will find the type of support being funded, the strategy and partner involved, an explanation for the funding, the funding amount and links to learn more or apply for the resource.



Section two identifies workforce strategies that can help support workforce needs at school districts, BOCES, and charter schools.

Here you will find recruitment strategies and links to resources for recruiting.



SECTION ONE:

Financial Opportunities for Aspiring and In-Service Educators

- SUPPORT FOR:** **Alternative teachers, educators on a TEE, aspiring CTE teachers, paraprofessionals in an educator preparation program**
- STRATEGY:** **Tuition financial assistance**
- PARTNER:** CDE
- INITIATIVE:** Eligible educators committing to teach in a shortage area for 3 years can receive up to \$10,000 in financial assistance toward their educator preparation program tuition.
- FUNDING:** **Up to \$10,000 to pay for the educator preparation program fees**
- RESOURCE LINK:** www.cde.state.co.us/educatortalent/errprogram

SUPPORT FOR: **Aspiring Educators**

STRATEGY: **TEACH Colorado**

PARTNER: TEACH Colorado; Colorado Department of Higher Education

INITIATIVE: Free information on teacher preparation programs; 1:1 licensure coaching from current educators; application fee reimbursements; scholarships; and testing, resume, and cover letter guides

FUNDING: **Variable scholarships and application fee reimbursements for subscribers**

RESOURCE LINK: [General Information](#) and [Financial Aid and Scholarships Information](#)
<https://colorado.teach.org/financial-support>

SUPPORT FOR: **Tutors**

STRATEGY: **AmeriCorps, TutorCorps Reading Tutors, Math Tutors**

PARTNER: Serve Colorado

INITIATIVE: Become an AmeriCorps member and tutor Colorado students with the Colorado Reading Corps or Colorado Math Corps or serve in the Youth Mental Health Corps

* Tutoring often can lead to being prepared as a licensed educator. If you become a member, you can learn more about using your tutoring service to help become a licensed educator.

FUNDING: **Variable living stipend**

RESOURCE LINK: <https://servecolorado.colorado.gov/Education>

SUPPORT FOR: **Special Services Providers**

STRATEGY: **Special Services Provider Stipends**

PARTNER: Colorado Center for Rural Education

INITIATIVE: The Special Services Provider Stipend (SSPS) provides recipients who commit to serve in a rural district for three years with up to \$6,000 to pay for a variety of program-related costs (e.g., application fees, official transcripts, evaluation, tuition and fees, exams, fingerprinting, licensing, technology and travel costs). The Colorado Department of Education recognizes these special services providers: school audiologists, school counselors, school nurses, school occupational therapists, school orientation and mobility specialists, school physical therapists, school psychologists, school social workers and school speech-language pathologists.

FUNDING: **Up to \$6,000**

RESOURCE LINK: www.unco.edu/colorado-center-for-rural-education/stipends/special_services_provider_stipend/

SUPPORT FOR:	Rural student teachers (those completing student teaching/clinical residency at a Colorado educator preparation program)
STRATEGY:	Colorado Rural Teaching Stipend
PARTNER:	Colorado Center for Rural Education
INITIATIVE:	The value of the stipend is up to \$4,000 for the semester of student teaching. Stipend recipients are expected to complete student teaching in a Colorado rural school district and then apply to and work in a rural school district for two years.
FUNDING:	Up to \$4,000
RESOURCE LINK:	www.unco.edu/colorado-center-for-rural-education/stipends/rural-teaching-fellow.aspx

SUPPORT FOR:	Rural student teachers in a year-long clinical residency
STRATEGY:	Colorado Rural Teaching Fellowship
PARTNER:	Colorado Department of Higher Education
INITIATIVE:	The \$10,000 Colorado Rural Teaching Fellowship is available to selected candidates who complete a year-long clinical experience (student teaching residency) in a rural school district during the final year of their teacher preparation programs and commit to working for two additional years in the same district after fellowship completion. Candidates who are selected for this fellowship, Rural Teaching Fellows, receive \$5,000 from the Colorado Department of Higher Education and \$5,000 in matching funds from their institute of higher education (IHE). School districts can partner with the IHE to help cover the \$5,000.
FUNDING:	Up to \$10,000
RESOURCE LINK:	www.unco.edu/colorado-center-for-rural-education/stipends/rural-teaching-fellow.aspx

SUPPORT FOR:	Rural in-service teachers
STRATEGY:	Rural In-service Educator Stipend
PARTNER:	Colorado Center for Rural Education
INITIATIVE:	The Colorado Center for Rural Education and the Colorado Department of Higher Education encourage talented in-service PK-12 educators working in a rural Colorado school district to pursue the coursework necessary to: <ul style="list-style-type: none"> a) qualify to teach concurrent enrollment courses, b) add an additional endorsement; or c) fulfill a local need. <p>The Rural In-service Educator Stipend provides recipients who commit to teach in a rural district for three years with up to \$6,000 to offset costs associated with a qualifying program provided by one of Colorado's institutions of higher education.</p>
FUNDING:	Up to \$6,000
RESOURCE LINK:	https://www.unco.edu/colorado-center-for-rural-education/stipends/

SUPPORT FOR: **Rural in-service teachers**

STRATEGY: **National Board Certified Teacher – Application**

PARTNER: Colorado Center for Rural Education

INITIATIVE: The Colorado Center for Rural Education and the Colorado Department of Higher Education encourage talented K-12 educators in rural Colorado school districts to pursue National Board Teacher Certification (NBCT). All NBCT stipend recipients who commit to teach in a rural district for three years will receive support and mentorship from NBCT facilitators in a Colorado Rural National Board cohort.

FUNDING: **Up to \$4,250**

RESOURCE LINK: www.unco.edu/colorado-center-for-rural-education/stipends/national-board-teacher-certification-scholarship.aspx

SUPPORT FOR: **K-12 Educators and Special Services Providers - mainly for those who serve in rural and hard-to-fill positions in Colorado**

STRATEGY: **Colorado Educator Loan Forgiveness**

PARTNER: CDHE

INITIATIVE: Those who qualify are eligible to receive up to \$5,000 in loan forgiveness for a given year. It is currently funded for five years. For those individuals who continue to qualify, they may apply every year of the program for up to \$5,000 in loan forgiveness annually. With limited funds available, not every educator who applies will receive loan forgiveness. Program qualifications can be found at the link below. The application is currently closed and will reopen Spring 2025.

FUNDING: **Up to \$5,000 annually**

RESOURCE LINK: <https://cdhe.colorado.gov/programs-and-services/programs/k-12-educator-stipends-resources/colorado-educator-loan-forgiveness>

SUPPORT FOR: **Educator Preparation Candidates**

STRATEGY: **Student Educator Stipends**

PARTNER: Colorado Department of Higher Education

INITIATIVE: The student educator stipend program awards money to an eligible student to compensate them for their clinical experience in an academic residency position.

FUNDING: **Candidates placed in a semester-long academic residency may receive a stipend of up to \$11,000, and those in a year-long academic residency may receive a stipend of up to \$22,000.**

RESOURCE LINK: <https://cdhe.colorado.gov/students/preparing-for-college/educator-funding-opportunities/k-12-educator-stipends-resources>

SUPPORT FOR: **Educator Preparation Candidates**

STRATEGY: **Student Educator Test Stipend Program**

PARTNER: Colorado Department of Higher Education

INITIATIVE: The educator test stipend program awards stipend money to approved preparation programs to reduce financial barriers for eligible students preparing for or taking the Praxis exam(s) required for licensure. Stipends are paid by the preparation program to eligible students to pay the fees and costs associated with the assessment of professional competencies, which may include preparation materials or courses, and travel and lodging costs for getting to a testing site.

FUNDING:

RESOURCE LINK: <https://cdhe.colorado.gov/students/preparing-for-college/educator-funding-opportunities/k-12-educator-stipends-resources>

SUPPORT FOR: **High School Aspiring Educators**

STRATEGY: **Teacher Recruitment Education and Preparation (TREP)**

PARTNER: CDE; Colorado Department of Higher Education

INITIATIVE: High school students interested in becoming an educator can enroll in TREP, a concurrent enrollment program that allows them to take an articulated pathway of courses tuition-free for up to two years after their 12th-grade year.

FUNDING:

RESOURCE LINK: <https://www.cde.state.co.us/postsecondary/trep>

SUPPORT FOR: **Aspiring educators enrolled in Colorado community colleges**

STRATEGY: **Career Advance Colorado**

PARTNER: Colorado Community College System

INITIATIVE: Starting in August of 2023, students enrolled in Education and Early Childhood Education programs at Colorado community colleges will have their tuition, fees, course materials, and other costs covered while funding is available.

FUNDING:

RESOURCE LINK: <https://cccs.edu/colleges-programs/programs/workforce-programs/zero-cost-training-programs/>

SUPPORT FOR: **Aspiring educators enrolled in Colorado public institutions of higher education**

STRATEGY: **Colorado Promise: Two Free Years of College Expanded**

PARTNER: Colorado Department of Higher Education

INITIATIVE: Beginning in Fall 2024, students who attend Colorado public institutions of higher education with family incomes of \$90,000 or less are eligible for complete reimbursement of any out-of-pocket tuition and fees they pay for postsecondary education. The reimbursement comes from a tax credit which covers the amount paid in tuition and fees during the prior academic year, for students in their first two years of college. This is the amount paid after scholarships and grants.

FUNDING:

RESOURCE LINK: <https://cdhe.colorado.gov/students/preparing-for-college/affordability-in-higher-education-and-promise-programs#tax-credit-reimbursement>

SUPPORT FOR: **Aspiring educators enrolled in a traditional educator preparation program**

STRATEGY: **Work as a Substitute or Paraprofessional**

PARTNER: School District

INITIATIVE: According to ZipRecruiter, substitute teachers in Colorado earn an average of \$22.06 per hour. Paraprofessionals earn an average of \$16.26 per hour. As a substitute teacher or paraprofessional, valuable experience, knowledge, and insight can be gained about being a teacher in Colorado.

FUNDING:

RESOURCE LINK: <https://www.cde.state.co.us/educatortalent/stepintosubstituteteaching>
<https://www.cde.state.co.us/promisingpractices/0228promisingpractice-teachercadet>

Additional Information for Job Postings and Positions

Colorado Association of School Executives Career Center:

www.co-case.org/networking/opening_search.asp

Colorado Rural Education Collaborative job board

coruraledcollab.org/job-board

Colorado Department of Education Career Page:

www.cde.state.co.us/educatortalent/coloradoteachingjobs

SECTION TWO:

Educator Recruitment and District Supports

The following are additional recruitment supports that are in place across the state. Please access these resources at a district level, and utilize the stipends noted above, to support recruitment and retention efforts.

RECRUITMENT STRATEGY

RESOURCE LINK

Host Becoming a Licensed Teacher sessions for non-licensed staff to understand how to navigate the licensing process and how to find programs that will help pay for their degree and license.

<https://www.cde.state.co.us/educatortalent/err-regions>

<https://www.unco.edu/colorado-center-for-rural-education/paying-for-college.aspx>

Hire community members with bachelor's degrees who want to earn alternative licenses

<https://www.cde.state.co.us/educatortalent/errprogram>

Hire individuals who do not have a bachelor's degree or an educator preparation program but have a strong background to support the learning and content

Adjunct instructor authorization through CDE
www.cde.state.co.us/cdeprof/checklist-initialadjunct

Help existing teachers gain dual certification to teach additional content areas (Rural In-service Educator Stipend)

www.unco.edu/colorado-center-for-rural-education/stipends/concurrent-enrollment-educator-qualification-scholarship.aspx

Encourage student teachers to choose your district (Colorado Rural Student Teacher Stipend)

www.unco.edu/colorado-center-for-rural-education/stipends/student-teaching-stipend.aspx

Encourage teachers to gain National Board certification

www.unco.edu/colorado-center-for-rural-education/stipends/national-board-teacher-certification-scholarship.aspx

Grow your own teachers by developing a teacher degree apprenticeship program, starting a Teacher Cadet program, or creating a para-to-teacher pathway.

<https://www.youtube.com/watch?v=ia01MzO6Xf0>

Email coteachercadets@gmail.com or Christine.Rotole-McConnell@jeffco.k12.co.us

<https://coloradoteachercadet.com/>

RECRUITMENT STRATEGY**RESOURCE LINK**

Hire current undergraduate students in a Colorado educator preparation program to immediately enter the classroom as they finish the remaining 36 credit hours or less of their bachelor's degree.

Teacher of Record License Pathway
www.cde.state.co.us/educatortalent/hb1309

Hire J-1 exchange teachers

<https://www.uscis.gov/working-in-the-united-states/students-and-exchange-visitors/exchange-visitors>

<https://www.cde.state.co.us/cdeprof/checklist-authrenewalinterimexchange>

Employ online options like Colorado Digital Learning Solutions to fill immediate or out-of-the-ordinary needs

www.coloradodls.org

Hire substitute teachers to fill short term needs

To learn how to apply for a substitute authorization and Boot Camp registration:
www.cde.state.co.us/cdeprof/licensure_subapp

Reach out to TEACH Colorado to help inspire and support future teachers, promote Licensing 101 sessions, or use their community surveys to recruit future teachers.

colorado.teach.org

OR email Kate Hudnut, Sr Program Manager
khudnut@teachcolorado.org

Hire paraprofessionals who would like to become teachers

www.cde.state.co.us/educatortalent/educatorrecruitmentandretention

Encourage talented individuals interested in Special Services Provider employment in rural or small rural schools in Colorado.

www.unco.edu/colorado-center-for-rural-education/stipends/special_services_provider_stipend/
