

# 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:** **Substitute and Guest Educators**

**STRATEGY:** **Substitute Stipends**

**PARTNER:** Colorado Center for Rural Education

**INITIATIVE:** Stipend directly to individual upon:  
1) obtaining a substitute authorization;  
2) completion of a substitute boot camp;  
3) working first day in a school.

**FUNDING:** **\$300**

**RESOURCE LINK:** To learn how to apply for a substitute authorization and Boot Camp registration:  
[www.cde.state.co.us/cdeprof/licensure\\_subapp](http://www.cde.state.co.us/cdeprof/licensure_subapp)  
For stipend information and support:  
[www.unco.edu/colorado-center-for-rural-education/coloradosubstitutestipend.aspx](http://www.unco.edu/colorado-center-for-rural-education/coloradosubstitutestipend.aspx)

**SUPPORT FOR:** **Aspiring Educators**

**STRATEGY:** **TEACH Colorado**

**PARTNER:** TEACH Colorado; Dept 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](#)

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**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](http://www.cde.state.co.us/educatortalent/errprogram)

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**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/](http://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](http://www.unco.edu/colorado-center-for-rural-education/stipends/rural-teaching-fellow.aspx)

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**SUPPORT FOR:** **Rural student teachers in a year-long clinical residency**

**STRATEGY:** **Colorado Rural Teaching Fellowship**

**PARTNER:** Colorado Department on 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 match to include ESSER funds.

**FUNDING:** **Up to \$10,000**

**RESOURCE LINK:** [www.unco.edu/colorado-center-for-rural-education/stipends/rural-teaching-fellow.aspx](http://www.unco.edu/colorado-center-for-rural-education/stipends/rural-teaching-fellow.aspx)

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**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:

- a) qualify to teach concurrent enrollment courses,
- b) add an additional endorsement; or
- c) fulfill a local need.

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.

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

**RESOURCE LINK:** <https://www.unco.edu/colorado-center-for-rural-education/stipends/>

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**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](http://www.unco.edu/colorado-center-for-rural-education/stipends/national-board-teacher-certification-scholarship.aspx)

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**SUPPORT FOR:** **Tutors**

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

**PARTNER:** Serve Colorado

**INITIATIVE:** Become a Project Serve AmeriCorp volunteer to serve as a reading or math tutor\* in Colorado.

\* 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:** [servecolorado.colorado.gov/ameri-corps-recruitment](http://servecolorado.colorado.gov/ameri-corps-recruitment)

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**SUPPORT FOR:** **K-12 Educators and Counselors - mainly for those who serve in rural and hard-to-fill positions in Colorado early in their career**

**STRATEGY:** **Temporary 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 two years. For those individuals who continue to qualify, they may apply every cycle of the program. Program qualifications can be found at the link below. Annual application is open August 15 - September 15.

**FUNDING:** **Up to \$5,000 annually for up to 2 years**

**RESOURCE LINK:** <https://cdhe.colorado.gov/students/preparing-for-college/educator-funding-opportunities/temporary-educator-loan-forgiveness>

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**SUPPORT FOR:** **High School Aspiring Educators**

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

**PARTNER:** CDE; 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>

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**SUPPORT FOR:** **Educator Preparation Candidates**

**STRATEGY:** **Student Educator Stipends**

**PARTNER:** 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>

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<b>SUPPORT FOR:</b>	<b>Educator Preparation Candidates</b>
<b>STRATEGY:</b>	<b>Student Educator Test Stipend Program</b>
<b>PARTNER:</b>	Department of Higher Education
<b>INITIATIVE:</b>	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.
<b>FUNDING:</b>	
<b>RESOURCE LINK:</b>	<a href="https://cdhe.colorado.gov/students/preparing-for-college/educator-funding-opportunities/k-12-educator-stipends-resources">https://cdhe.colorado.gov/students/preparing-for-college/educator-funding-opportunities/k-12-educator-stipends-resources</a>

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## Additional Information for Job Postings and Positions

**Colorado Association of School Executives Career Center:**

[www.co-case.org/networking/opening\\_search.asp](http://www.co-case.org/networking/opening_search.asp)

**Colorado Rural Education Collaborative job board:**

[coruraledcollab.org/job-board](http://coruraledcollab.org/job-board)

**Colorado Department of Education Career Page:**

[www.cde.state.co.us/educatortalent/coloradoteachingjobs](http://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.

Additionally, [ESSER COVID Relief funds](#) can often be used for activities associated with ensuring recruitment and retention for current staff.

#### RECRUITMENT STRATEGY

#### RESOURCE LINK

Utilize ESSER COVID Relief monies to support increasing teacher salaries, recruiting teachers, or mentoring new to the profession teachers to ensure they stay in the profession

Review the allowable uses for ESSER:  
<http://www.cde.state.co.us/caresact/covidcaresactfaq#essernine>

Hire community members with bachelor's degrees who want to earn alternative licenses (Rural Alternative Licensure Stipend)

[www.unco.edu/colorado-center-for-rural-education/stipends/rural-alternative-licensure-stipend.aspx](http://www.unco.edu/colorado-center-for-rural-education/stipends/rural-alternative-licensure-stipend.aspx) OR  
[www.cde.state.co.us/educatortalent/educatorrecruitmentandretention](http://www.cde.state.co.us/educatortalent/educatorrecruitmentandretention)

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](http://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](http://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](http://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](http://www.unco.edu/colorado-center-for-rural-education/stipends/national-board-teacher-certification-scholarship.aspx)

## RECRUITMENT STRATEGY

## RESOURCE LINK

Hire current students in a Colorado educator preparation program to immediately enter the classroom before they finish their program (Teacher of Record license)

[www.cde.state.co.us/educatortalent/hb1309](http://www.cde.state.co.us/educatortalent/hb1309)

Hire J-1 exchange teachers

- [www.cde.state.co.us/cdeprof/checklist-authrenewalinterimexchange](http://www.cde.state.co.us/cdeprof/checklist-authrenewalinterimexchange)
- [www.uscis.gov/working-in-the-united-states/students-and-exchange-visitors/exchange-visitors](http://www.uscis.gov/working-in-the-united-states/students-and-exchange-visitors/exchange-visitors)
- [coloradolearning.com](http://coloradolearning.com)

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

[www.coloradodls.org](http://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](http://www.cde.state.co.us/cdeprof/licensure_subapp)

For stipend information and support:

[www.unco.edu/colorado-center-for-rural-education/coloradosubstitutestipend.aspx](http://www.unco.edu/colorado-center-for-rural-education/coloradosubstitutestipend.aspx)

Reach out to TEACH Colorado to help inspire and support future teachers

[colorado.teach.org](http://colorado.teach.org) OR email

[akonoskegraf@teachcolorado.org](mailto:akonoskegraf@teachcolorado.org)

Hire paraprofessionals who would like to become teachers

[www.cde.state.co.us/educatortalent/educatorrecruitmentandretention](http://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/](http://www.unco.edu/colorado-center-for-rural-education/stipends/special_services_provider_stipend/)