



Attachment J

SB 21-185 Supporting Educator Workforce In Colorado

Prime Sponsors: Senators Zenzinger and Rankin, Representatives McLachlan and McCluskie

From June 2020 - January 2021, more than 80 stakeholders from across Colorado's education ecosystem and private sector met to identify opportunities to learn from the challenges presented by COVID and innovations developed by leaders across the state in responding to their local communities' needs. The group published Rebuilding Stronger detailing a set of recommendations for action at the state and local levels.

SB 21-185 draws on recommendations from this collective work, and seeks to reduce the teacher shortage in Colorado, empower local leaders in recruiting subject matter experts into the educator workforce, develop a workforce that more closely reflects the diversity of Colorado's students, elevate the teaching profession, expand pathways into the profession and raise the profile of all pathways into the education workforce. Specifically, the bill:

- Allows a school district or charter school to employ a person who holds an adjunct instructor authorization to teach in all content areas in order to address recruiting challenges and establish a diverse workforce. A person who holds an adjunct instructor authorization and is employed by a school district may teach only under the general supervision of a licensed professional. A school district and a charter school may not employ the person as a full-time teacher, unless it's a rural school and no qualified teachers
- Creates the educator recruitment and retention program (ERR) in CDE to provide support to members of the armed forces, nonmilitary-affiliated educator candidates and local education providers to recruit, select, train, and retain highly qualified educators across the state. Eligible ERR program participants may receive up to \$10,000 for the tuition cost of participating in an educator preparation program.
- Requires the department to direct resources to publicize existing teacher preparation programs to facilitate entry into the teaching profession. The bill also requires the department to provide technical support to school districts, boards of cooperative services, and charter schools to assist them in accessing the existing programs and in recruiting individuals to pursue teaching careers.
- Creates the teacher recruitment education and preparation program (TREP program). Main objectives of the TREP program are to increase the number of students entering the teaching profession and create a more diverse teacher workforce to reflect the ethnic diversity of the state. A qualified TREP program participant may concurrently enroll in postsecondary courses in the 2 years directly following the year in which the participant was enrolled in the twelfth grade of a local education provider.
- Requires the state board for community colleges and occupational education, the department of higher education, and the deans of the schools of education in Colorado institutions of higher education, to collaborate and design a teaching career pathway for individuals to enter the teaching profession.
- Restores funding for the Quality Teacher Recruitment Program. Established in 2013 to create pipelines for educators in districts and schools that demonstrated difficulty in recruiting educators, this program has so far recruited 1,048 teachers in to the profession. In 2019-20, QTR teachers taught approximately 44,571 students. State funds must be matched 100% by program applicants.
- Restores funding for the Educator Loan Forgiveness Program, authorizing CDHE to make payments on qualified educational loans on behalf of participants with priority to educators serving in rural and hard-to-fill positions.

Supported by: Colorado Center for Rural Education, Colorado Children's Campaign, Colorado Community College System, Colorado Education Association, Colorado League of Charter Schools, Colorado State Board of Education, Colorado Succeeds, La Veta School District, mindSpark Learning, Morgridge Family Foundation, MSU Denver, Public Education & Business Coalition, Rose Community Foundation, Rural Alliance, Stand for Children, Teach for America – Colorado, Teach Plus Colorado

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