



**COLORADO**  
Department of Education

# Teacher of Record Program Report

Submitted to:

**Colorado House Education Committee**  
**Colorado Senate Education Committee**

By:

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## Executive Summary

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The Teacher of Record License, Teacher of Record Program, and Grow Your Own Educator Program were created in 2018. C.R.S.22-60.5-201, et seq.; C.R.S.22-60.5-208.5, et seq.; C.R.S.22-60.5-208.7, et seq. They were designed to decrease the teacher shortage in Colorado by creating a unique pathway to licensure that meets the needs of individual communities. The purpose of this pathway to licensure is to provide districts, boards of cooperative services (BOCES), and charter schools with a means to partner with traditional educator preparation programs to fill critical teacher shortages. The 2019-2020 school year is the first year for which there are Teacher of Record License holders and Teacher of Record Program participants.

### Background

During the summer and fall of 2017, the Colorado Department of Education (CDE or Department) and the Colorado Department of Higher Education (CDHE) conducted an in-depth study of teacher shortages throughout the state. In response to documented teacher shortages throughout the state, the legislature passed multiple initiatives aimed at alleviating these shortages. One such initiative is the Teacher of Record License and associated programs, which creates a recruitment pathway for districts, BOCES, and/or charter schools to hire individuals as teachers of record while completing the last 36 credit hours or fewer of their traditional undergraduate teacher preparation program. This initiative aims to address teacher shortages by developing a recruitment and placement pipeline that enhances experiential training and preparation of teachers, customizes that training to the needs of individual communities, and increases the demographic representativeness of teachers in public schools across the state.

### Teacher of Record License, Teacher of Record Program and Grow Your Own Educator Program

The Teacher of Record License is designed for individuals who do not hold a bachelor's degree and are in an undergraduate traditional teacher preparation program at an institution of higher education. Under the Teacher of Record license, an individual can become the teacher of record in his/her own classroom while completing up to the remaining 36 credit hours of his/her teacher preparation program.

In order to qualify for a Teacher of Record License, individuals must be enrolled in either a Teacher of Record Program or a Grow Your Own Educator Program. For both the Teacher of Record Program and Grow Your Own Educator Program, the hiring district/BOCES/charter school and the institution of higher education must collaboratively create an individualized program for the candidate to complete his/her teacher preparation program while employed as the teacher of record. Both the district/BOCES/charter school and institution of higher education are responsible for providing support services and training. The Grow Your Own Educator Program also provides grant funding for the individual's tuition in exchange for three years of service in the district/BOCES/charter school after program completion.

### Participant Information

There were seven Teacher of Record Program participants for the 2019-2020 school year. There have been no participants in the Grow Your Own Educator Program since its inception. The seven Teacher of Record Program participants taught in seven different school districts across the state and attended Colorado-approved teacher preparation programs at six different institutions of higher education (IHEs). Six of the seven Teacher of Record participants finished their program within its defined time and plan on returning to teach at the same district for the 2020-2021 school year. Demographically, the distribution of participants' race/ethnicity is similar to the



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statewide distribution of teacher race/ethnicity, which has a shortage of teachers of color.<sup>1</sup> Participants' gender, however, is more evenly distributed between men and women than it is at the state level.

## Conclusion

The new pathway to licensure created by the Teacher of Record License and Teacher of Record Program allowed districts to fill teaching positions in critical shortage areas that otherwise may have remained vacant while providing customized training and preparation to participants. Based on its first year with a small number of participants, the program recruited a percentage of teachers from demographically underrepresented racial/ethnic groups that was comparable to the racial/ethnic distribution of teachers in the state.



## Introduction

The Teacher of Record License, Teacher of Record Program and Grow Your Own Educator Program were created during the 2018 legislative session to address the teacher shortage in the state by developing a new pipeline for the recruitment and placement of teachers. C.R.S.22-60.5-201, et seq.; C.R.S.22-60.5-208.5, et seq.; C.R.S.22-60.5-208.7, et seq. When a school district, BOCES, or charter school is in need of a licensed teacher in a designated shortage area, and no qualified applicants have applied for the position, this initiative may be used to fill the position.

### Designated Shortage Areas

Colorado's shortage areas are determined annually through the mandatory Educator Shortage Survey.<sup>2</sup> The shortage areas identified for the 2019-2020 school year for which one was eligible to have a Teacher of Record license<sup>3</sup> were: Rural (PK-12), World Languages (PK-12), Mathematics (7-12), Science (7-12), and English as a Second Language (PK-12).

### Teacher of Record License

The Teacher of Record License is designed for individuals who do not hold a bachelor's degree and are in an approved undergraduate traditional teacher preparation program at an institution of higher education. Under the Teacher of Record License, individuals can be employed in a shortage area as the teacher of record in their own classroom while completing up to the remaining 36 hours of their teacher preparation program. In order to be eligible for a Teacher of Record License, individuals must be enrolled in a Department approved Teacher of Record or Grow Your Own Educator Program. Licenses are valid for two years and can be renewed once if the holder does not complete a bachelor's degree due to unforeseen circumstances.

### Teacher of Record and Grow Your Own Educator Programs

The Teacher of Record Program is an individualized one- or two-year program for candidates to complete their teacher preparation program while employed as the teacher of record. Each Teacher of Record Program is created collaboratively between the hiring school district, BOCES, or charter school and the approved Colorado institution of higher education in which the individual is enrolled. Programs must include direct supervision by mentor teachers, performance evaluations, and teacher preparation program or other supports to help the teacher of record meet professional licensure requirements. Both the district/BOCES/charter school and Colorado institution of higher education are responsible for providing such support services and training. The Grow Your Own Educator Program, comprised of all the same requirements as the Teacher of Record Program, also provides grant funding for the individual's tuition in exchange for three years of service in the district/BOCES/charter

### Teacher of Record Program

- The Teacher of Record Program and Teacher of Record License allow individuals to complete their teacher preparation program while employed as the teacher of record.
- To be eligible for a Teacher of Record License, an individual must:
  - have no more than 36 credit hours remaining to complete their bachelor's degree requirements;
  - have not completed the required field work;
  - participate in a Teacher of Record Program or Grow Your Own Educator Program; and
  - be employed in a position in which there is a critical teacher shortage.
- Critical shortage areas for the 2019-2020 school year for which one was eligible to have a Teacher of Record License are:
  - Rural (PK-12),
  - World Languages (PK-12),
  - Mathematics (7-12),
  - Science (7-12), and
  - English as a Second Language (PK-12).

school after program completion. All Teacher of Record and Grow Your Own Programs must be approved by the Department in order for the individual to be eligible to apply for a Teacher of Record License.

### Program Participation

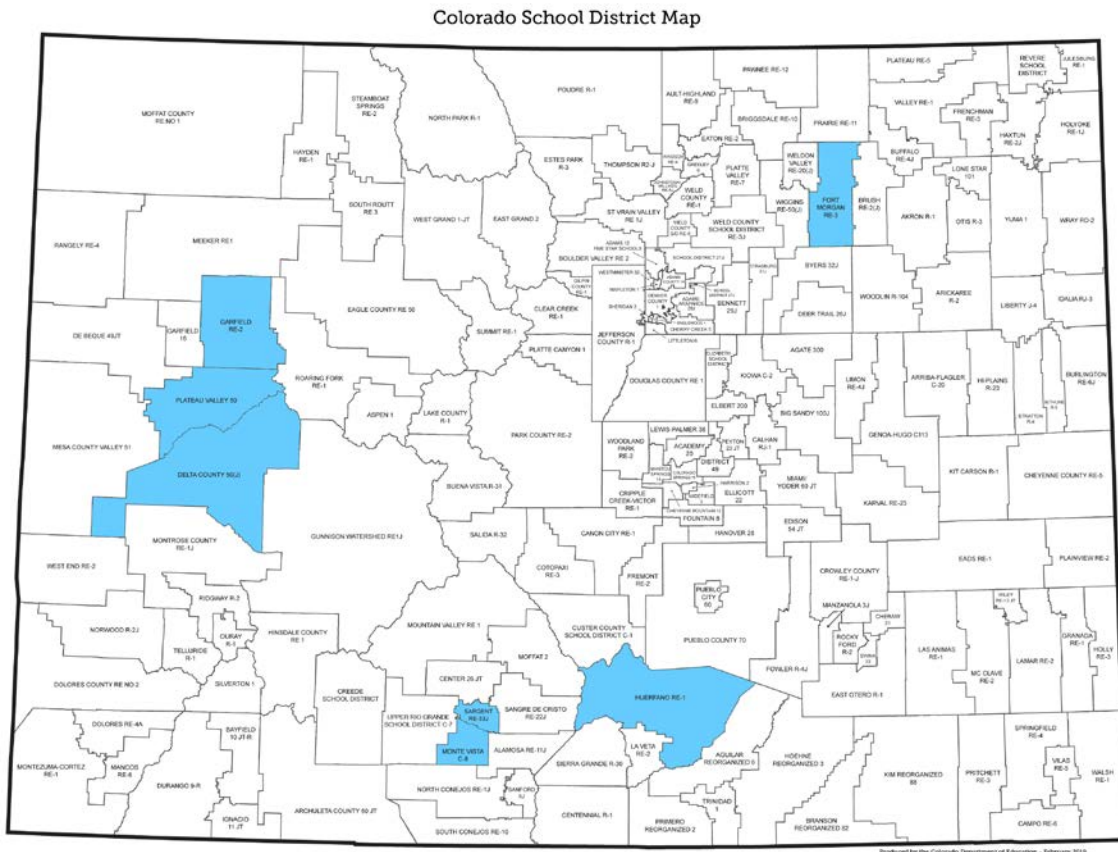
The 2019-2020 school year is the first year for which there are Teacher of Record Program Participants and thus Teacher of Record License holders. Over the course of the 2019-2020 school year, the Department received fourteen inquiries regarding the Teacher of Record Program. Of those, seven Teacher of Record Programs were submitted for approval. Seven plans were approved, and all seven individuals for which a plan was approved participated in Teacher of Record Programs and obtained the corresponding Teacher of Record License. No eligible plan proposals were received for the Grow Your Own Educator Program, and as a result, there were no participants in the Grow Your Own Educator Program.

## Teacher of Record Program

### Program Information

The seven Teacher of Record Program participants were employed by different districts across the state, although two attended the same institution of higher education. All seven of the districts employing an individual under the Teacher of Record License are identified as rural or small rural districts.<sup>4</sup> Figure 1 below highlights the districts with a Teacher of Record Program for the 2019-2020 school year.

**FIGURE 1: School Districts with Teacher of Record Programs in 2019-2020**





Although Teacher of Record Programs may last up to two years, all seven participants’ programs varied in length from one semester to one academic year. Of the designated shortage areas, three participants filled elementary positions in rural districts, one filled an English position in a rural district, two filled Mathematics (7-12) positions, and one filled a Science (7-12) position. In their roles as the teacher of record, participants instructed 447 students<sup>5</sup> from kindergarten to twelfth grade. Four participants instructed students in a single grade level, while the remaining three participants taught students across multiple grade levels.

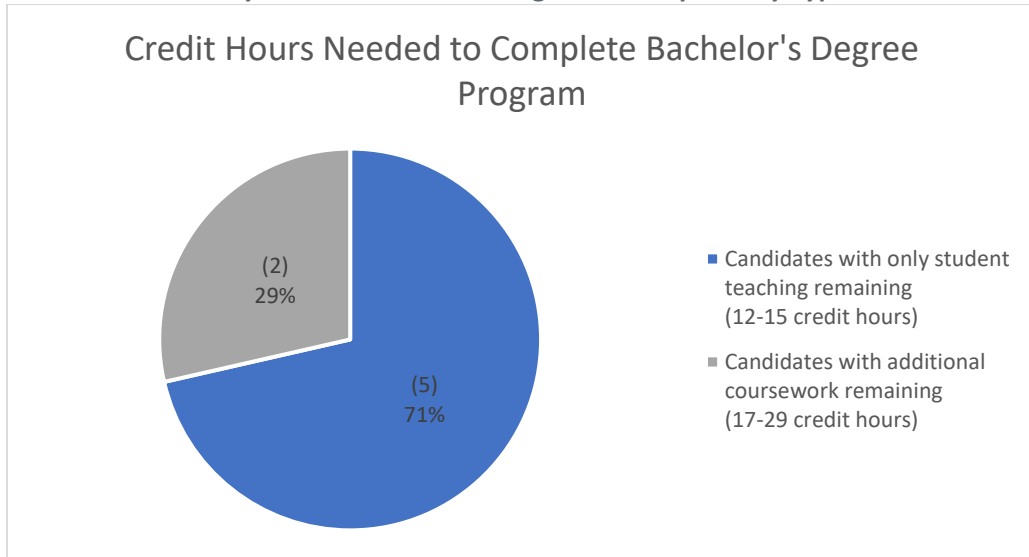
**TABLE 1: Program Information**

	Institute of Higher Education	School District	Shortage Area	Teacher of Record License Endorsement	School Level
<b>Participant A</b>	Colorado State University - Pueblo	Huerfano Re-1	Rural (PK-12)	Elementary Education (K-6)	Elementary School (PK-8)
<b>Participant B</b>	University of Northern Colorado	Fort Morgan Re-3	Science (7-12)	Science (7-12)	High School (9-12)
<b>Participant C</b>	Adams State University	Monte Vista C-8	Rural (PK-12)	Elementary Education (K-6)	Primary School (PK-K)
<b>Participant D</b>	Colorado Mountain College	Garfield Re-2	Rural (PK-12)	Elementary Education (K-6)	Elementary School (PK-5)
<b>Participant E</b>	Adams State University	Sargent RE-33J	Rural (PK-12)	English Language Arts (7-12)	Middle and High School (7-12)
<b>Participant F</b>	Colorado Mesa University	Delta County 50(J)	Mathematics (7-12)	Mathematics (7-12)	Middle School (6-8)
<b>Participant G</b>	Western Colorado University	Plateau Valley 50	Mathematics (7-12)	Mathematics (7-12)	High School (9-12)

### Participant Information

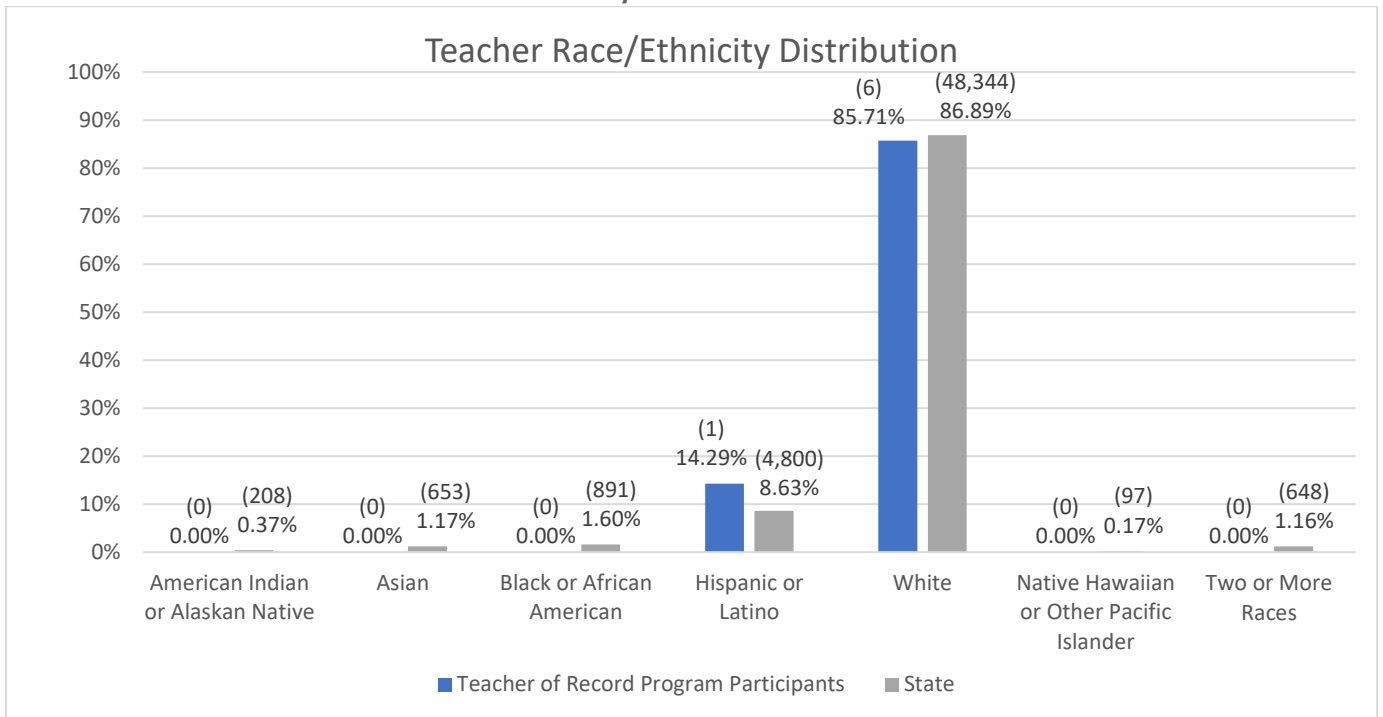
Teacher of Record Program participant ages ranged from 21 to 27, and six out of seven program participants graduated from a Colorado high school. All participants in the Teacher of Record Program entered their program while in their fourth, or senior, year of their undergraduate program. Although many of them had only their student teaching requirement remaining, others had additional courses to complete in addition to student teaching. The number of credit hours that participants needed to complete in order to finish their undergraduate program ranged from 12 to 29 credit hours.

**FIGURE 2: Credit Hours Needed by Teacher of Record Program Participants by Type of Courses Remaining**



In order to gauge the Teacher of Record Program’s impact on the recruitment of demographically underrepresented groups to the teaching profession, demographic information for the candidates’ race/ethnicity and gender is presented in comparison to state level<sup>6</sup> demographics. The state level distribution of teacher race/ethnicity indicates that people of color are underrepresented in the teaching profession in Colorado as compared to the state’s population as a whole.<sup>7</sup> As shown in Figure 3, the racial/ethnic composition of Teacher of Record Program participants closely mirrors that of all the teachers in the state in that the majority of teachers identify as white, with a small percentage identifying as Hispanic.

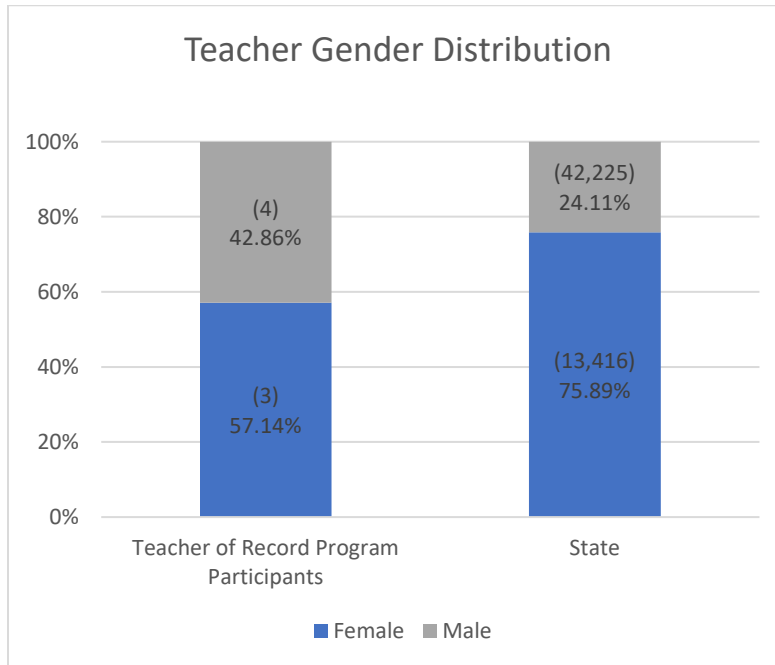
**FIGURE 3: Distribution of Teacher Race and Ethnicity**





Unlike with race/ethnicity, the Teacher of Record Program participants have a more even distribution of male and female teachers than exhibited at the state level.<sup>8</sup>

**FIGURE 4: Distribution of Teacher Gender**



### Participant Outcomes

All but one, or eighty-six percent, of the Teacher of Record Program participants completed their bachelor’s degree<sup>9</sup> within the defined period of their Teacher of Record program. The individual who did not complete their bachelor’s degree requirements did so during the 2020 summer term. Six of the seven participants are planning on returning to teach in the same district for the 2020-2021 school year.

### Conclusion

The creation of the Teacher of Record License and Program provides a new avenue for recruiting new teachers for critical shortage areas when there are no qualified applicants available by working in collaboration with institutions of higher education to meet local needs. During the 2019-2020 school year, seven individuals held a Teacher of Record License and participated in a Teacher of Record Program. Participants were hired by seven different rural or small rural school districts across the state and attended six different institutions of higher education. This license and program allowed school districts to fill vacancies in critical shortage areas that may have otherwise remained vacant. All programs were for one semester or one year, and eighty-six percent of participants completed their bachelor’s degree within that time; as of this report, one hundred percent of participants have completed their bachelor’s degree. The racial/ethnic distribution of program participants closely mirrors that of the state’s teacher population, suggesting the program did not impact the recruitment of demographically underrepresented racial/ethnic groups to the education profession this year as the state’s distribution reveals a shortage of teachers of color. Additional years of data would allow for more informed conclusions to be drawn.



## Endnotes

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<sup>1</sup> [https://higher.ed.colorado.gov/Publications/Reports/teachereducation/2017/TeacherShortages\\_Nation\\_Colorado\\_Dec2017.pdf](https://higher.ed.colorado.gov/Publications/Reports/teachereducation/2017/TeacherShortages_Nation_Colorado_Dec2017.pdf)

<sup>2</sup> Starting with the 2018-2019 school year, the Educator Shortage Survey is required by statute per Senate Bill 19-003 and to meet Federal requirements per 34 CFR 682.201(q), 34 CFR 674. 53(c), and 34 CFR 686.12.

<sup>3</sup> The Teacher of Record license cannot be issued with an endorsement in special education regardless of its identification as a shortage area due to requirements outlined in the Individuals with Disabilities Education Act (IDEA).

<sup>4</sup> Rural and small rural status is determined by the Rural Education Council. For more information, see <http://www.cde.state.co.us/ruraledcouncil>.

<sup>5</sup> This is a unique count of students, meaning that even if a participant instructed the same student in multiple classes, that student is only counted once.

<sup>6</sup> State level data was calculated using publicly available staff statistics, which can be found here:

<http://www.cde.state.co.us/cdereval/staffcurrent>. This data is collected in the Human Resources Snapshot. For more information, see [http://www.cde.state.co.us/datapipeline/snap\\_hr](http://www.cde.state.co.us/datapipeline/snap_hr).

<sup>7</sup> See endnote 1.

<sup>8</sup> Teacher of Record Program participants had the option to select female, male, non-binary, or prefer not to say. State level data is available for female and male only.

<sup>9</sup> As reported by the participant, IHE representative, and district superintendent. Official data on degree completion collected by the Colorado Department of Higher Education is not yet available for the 2019-2020 school year.