



The Colorado Center for Rural Education
2017-2018 Stipend Report

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Formed in 2017 with grant funding provided by the Colorado legislature in Senate Bill 16-104, the Colorado Center for Rural Education (CCRE) has a variety of goals related to the recruitment and retention of educators working in Colorado’s rural school districts. Specifically, the CCRE incentivizes talented teacher candidates to student teach and eventually work in a Colorado rural school district. Additionally, the CCRE provides financial incentives and support for inservice educators already working in a rural school district to (a) earn the necessary qualifications to teach concurrent enrollment courses; or (b) become a National Board Certified Teacher. Finally, the CCRE provides financial supports for educators working in one of Colorado’s rural school districts who are simultaneously enrolled in one of Colorado’s 27 alternative licensure programs. This report provides basic descriptive statistics related to each of the recruitment and retention-related stipends

Colorado Rural Teaching Stipends

The Colorado Rural Teaching Stipends (CRTS) provides \$2,800 of funding to incentivize talented pre-service teacher candidates to student teach in a rural Colorado school district and become a rural educator after graduating (Appendix A). Individuals who receive the CRTS are expected work in a rural Colorado school district a minimum of two years after graduating from their respective educator preparation program. To date, the CCRE has awarded 94 CRTS, totaling \$263,200. Tables 1 details the distribution of CRTS by Colorado school districts.

Table 1

Distribution of Rural Teaching Stipends by school district (January 2017-December 2018)

School District	Designation	<i>n</i>
Alamosa RE-11J	Rural	3
Arikaree R-2	Small Rural	1
Ault-Highland RE-9	Small Rural	4
Bayfield 10 JT-R	Rural	3

Table 1 (continued)

School District	Rural Designation	<i>n</i>
Big Sandy 100J	Small Rural	1
BOCES School of Excellence	Small Rural	1
Buffalo RE-4J	Small Rural	1
Burlington RE-6J	Small Rural	1
Byers 32J	Rural	2
Crowley County RE-1-J	Small Rural	1
Delta County 50(J)	Rural	3
Durango 9-R	Rural	14
East Otero R-1	Rural	1
Eaton RE-2	Rural	3
Elizabeth C-1	Rural	2
Fowler R-4J	Small Rural	1
Garfield 16	Rural	1
Garfield RE-2	Rural	4
Gunnison Watershed RE1J	Rural	2
Ignacio 11 JT	Small Rural	5
Johnstown-Milliken RE-5J	Rural	4
La Veta RE-2	Small Rural	1
La Animas RE-1	Rural	1
Mancos RE-6	Small Rural	3
Meeker RE-1	Small Rural	1
Monte Vista C-8	Rural	1
Montezuma-Cortez RE-1	Rural	1
Montrose County RE-1J	Rural	3
North Conejos RE-1J	Small Rural	1
Plainview RE-2	Small Rural	1
Plateau RE-5	Small Rural	1
Platte Valley RE-7	Rural	1
Roaring Fork RE-1	Rural	3
Sanford 6J	Small Rural	1
Silverton 1	Small Rural	1
Steamboat Springs RE-2	Rural	2
Summit RE-1	Rural	1
Trinidad	Small Rural	2
Weld County School District RE-3J	Rural	2
Weld County RE-1J	Rural	4
Weld County S/D RE-8	Rural	2
Wiggins RE-50J	Small Rural	1
Windsor RE-4	Rural	2

n = number of CRTS recipients

Table 2 shares the range of educator preparation programs each CRTS recipient was enrolled in at the point the stipend was provided.

Table 2

Distribution of Rural Teaching Stipends by Institution of Higher Education (2017-2018)

Institution of Higher Education	Location	<i>n</i>
Adams State University	Alamosa, CO	9
Colorado Mesa University	Grand Junction, CO	5
Colorado Mountain College	Glenwood Springs, CO	4
Colorado State University	Fort Collins, CO	5
Colorado State University	Pueblo, CO	3
Fort Lewis College	Durango, CO	25
Metro State University	Denver, CO	1
Regis University	Denver, CO	1
University of Colorado	Boulder, CO	2
University of Colorado	Denver, CO	1
University of Northern Colorado	Greeley, CO	35
Western State Colorado University	Gunnison, CO	3

n = number of CRTS recipients

According to the Colorado Department of Education, rural school districts are identified using information related to the district's size, location, and total number of students who are enrolled in preschool through grade 12. Specifically, rural districts are those with a total student enrollment of 6,500 students or less, while small rural districts are those who serve less than 1,000 students. Currently, 80% ($n = 147$) of Colorado school districts are designated as rural or small rural. The comprehensive 2017-2018 listing of rural and small rural school districts is provided in Appendix B. Additionally, a color-coded map of the 147 Colorado school districts that meet the Colorado Department of Education's definition of rural and small rural school districts is included in Appendix C. Of the total 94 CRTS recipients, 70% ($n = 66$) completed their student teaching experience in a rural district, while 30% ($n = 28$) were placed in a small rural setting (Figure A).

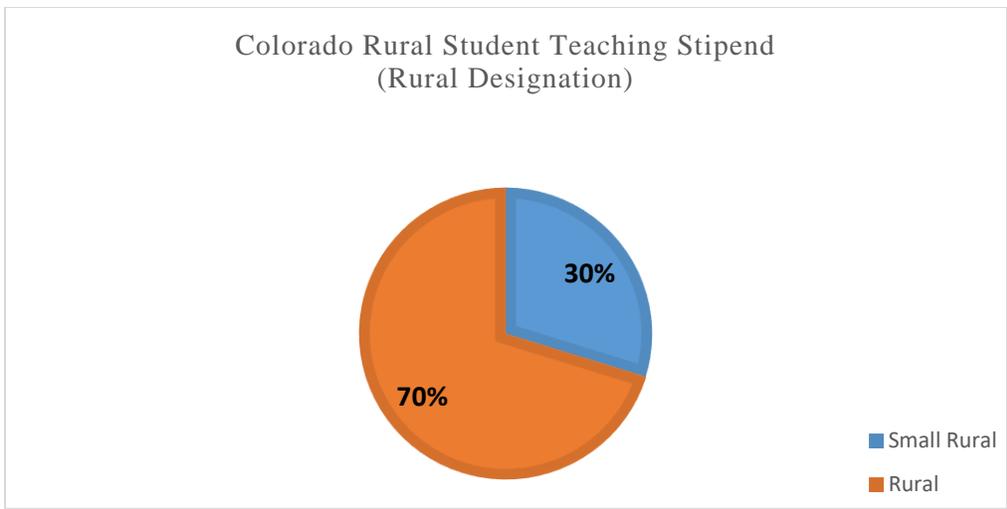


Figure A. Colorado Rural Teaching Stipend Awards by Rural Designation (2017-2018)

The CCRE also strives to ensure the CRTS stipend incentives pre-service educators to complete their final student teaching experience in a wide range of rural and small rural school districts throughout Colorado (Figure B).

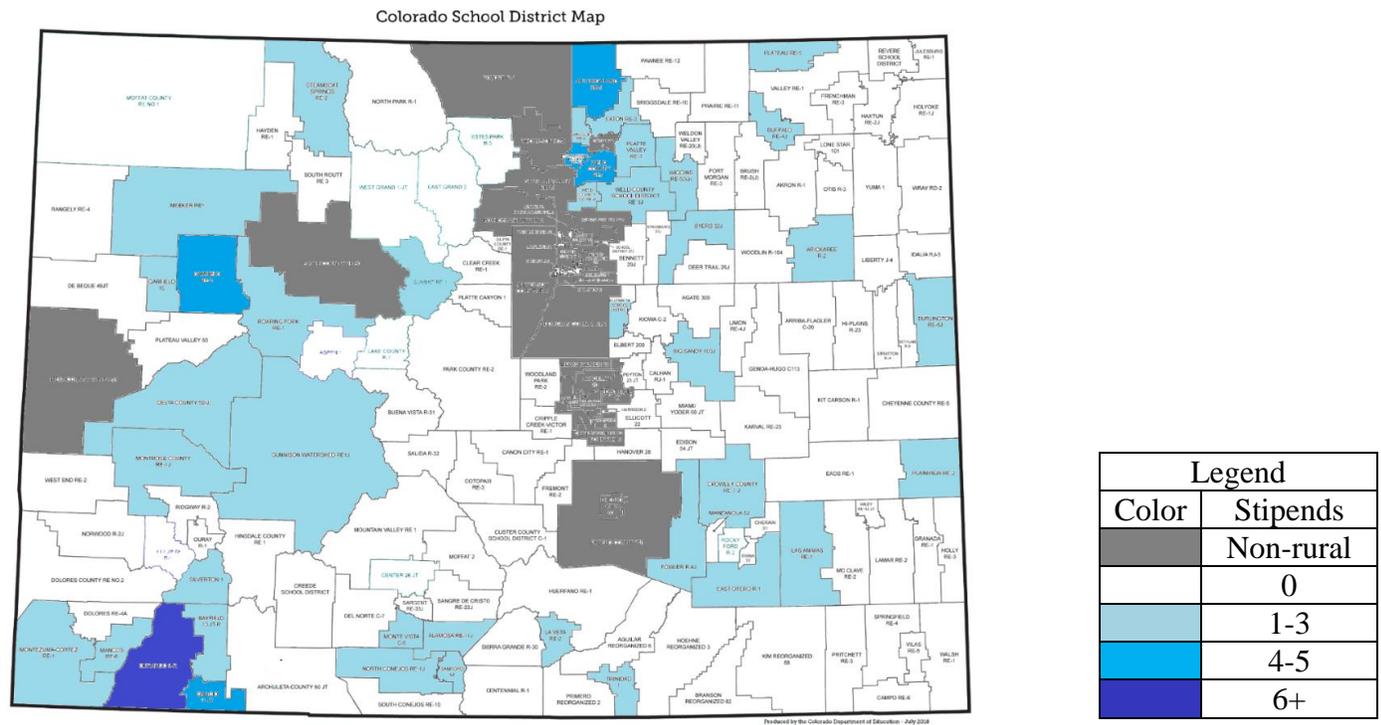


Figure B. Distribution of Colorado Rural Teaching Stipends (2017-2018).

Concurrent Enrollment Educator Qualification Stipends

In May 2009, the Colorado State Legislature passed House Bill 09-1319 and Senate Bill 09-285, the Concurrent Enrollment Programs Act. The act created the concurrent enrollment program, defined as the simultaneous enrollment of a qualified student in a local education provider and in one or more postsecondary courses at an institution of higher education. Funding provided to the CCRE is used to encourage inservice educators working in rural Colorado school districts to advance their professional growth, pursue a graduate degree and become certified to lead concurrent enrollment courses in secondary settings. The Concurrent Enrollment Educator Qualification (CEEQ) stipend provides rural educators with \$6,000 of funding to defray the costs associated with graduate-level coursework and requires recipients to work in a rural school district three years after completing their plan of study (Appendix D). To date, the CCRE has received a total of 33 CEEQ stipend applications, and 91% ($n = 30$) have been approved, totaling \$180,000 funding. Table 3 shares the institution of higher education (IHE) selected by each CEEQ recipient, the location of the IHE, and the number of CEEQ recipients in attendance at each.

Table 3

Concurrent Enrollment Educator Qualification Stipends by Institution of Enrollment

IHE	Location	<i>n</i>
Adams State University	Alamosa, CO	6
Central Mesa University	Grand Junction, CO	4
Colorado State University-Global	Online	3
Colorado State University-Pueblo	Pueblo, CO	1
University of Colorado	Colorado Springs, CO	1
University of Northern Colorado	Greeley, CO	13
Western Governors University	Salt Lake City, Utah	1
Western State Colorado University	Gunnison, CO	1

Note. IHE = Institution of Higher Education; *n* = number of CEEQ stipend recipients

Current CEEQ stipend recipients serve students in one of 22 rural or small rural Colorado school districts (See Table 4).

Table 4

Concurrent Enrollment Educator Qualification Awards by District of Employment (2017-2018)

District	Rural Designation	<i>n</i>
Archuleta	Rural	2
Ault-Highland RE-9	Small Rural	1
Briggsdale RE-10	Small Rural	1
Del Norte C-7	Small Rural	1
Delta County 50 (J)	Rural	2
Edison 54 JT	Small Rural	1
Estes Park R-3	Rural	1
Fort Morgan RE-3J	Rural	2
Fowler R-4J	Small Rural	1
Fremont RE-2	Rural	1
Hinsdale County RE 1	Small Rural	1
Ignacio 11 JT	Small Rural	3
Karval RE-23	Small Rural	1
Kiowa C-2	Small Rural	2
La Veta RE-2	Small Rural	2
Limon RE-4J	Small Rural	1
Lone Star 101	Small Rural	1
Montrose County RE-1J	Rural	2
Peyton 23 JT	Small rural	1
Platte Valley RE-7	Rural	1
Telluride R-1	Small Rural	1
Yuma 1	Small Rural	1

Note. *n* = number of CEEQ stipend recipients

Of the 30 total CEEQ stipends awarded since 2017, 37% ($n = 11$) of recipients are currently working in rural school districts, while 63% ($n = 19$) are working in a small rural district with a total student enrollment less than 1,000 students (Figure C).

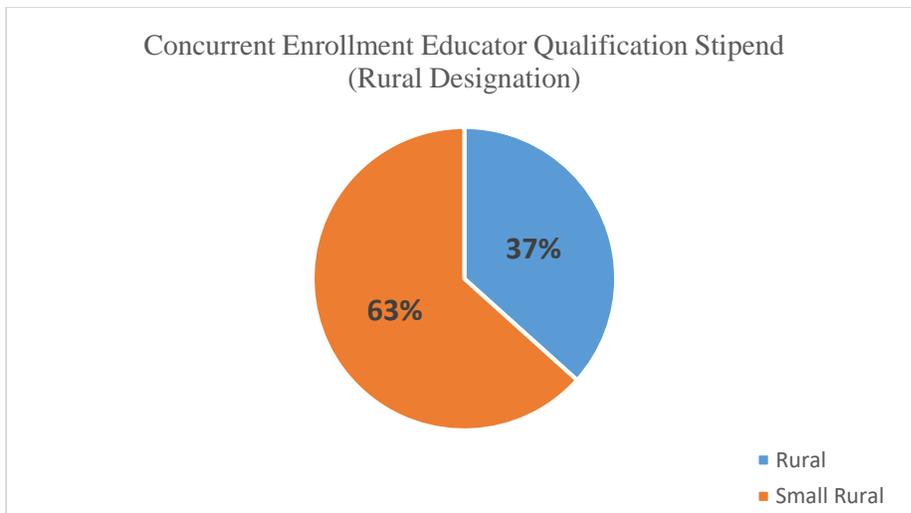


Figure C. Concurrent Enrollment Education Qualification Awards by Rural Designation (2017-2018)

The CCRE also strives to ensure the CEEQ stipends are used to retain inservice educators in a wide range of rural and small rural school districts throughout Colorado (see Figure D).

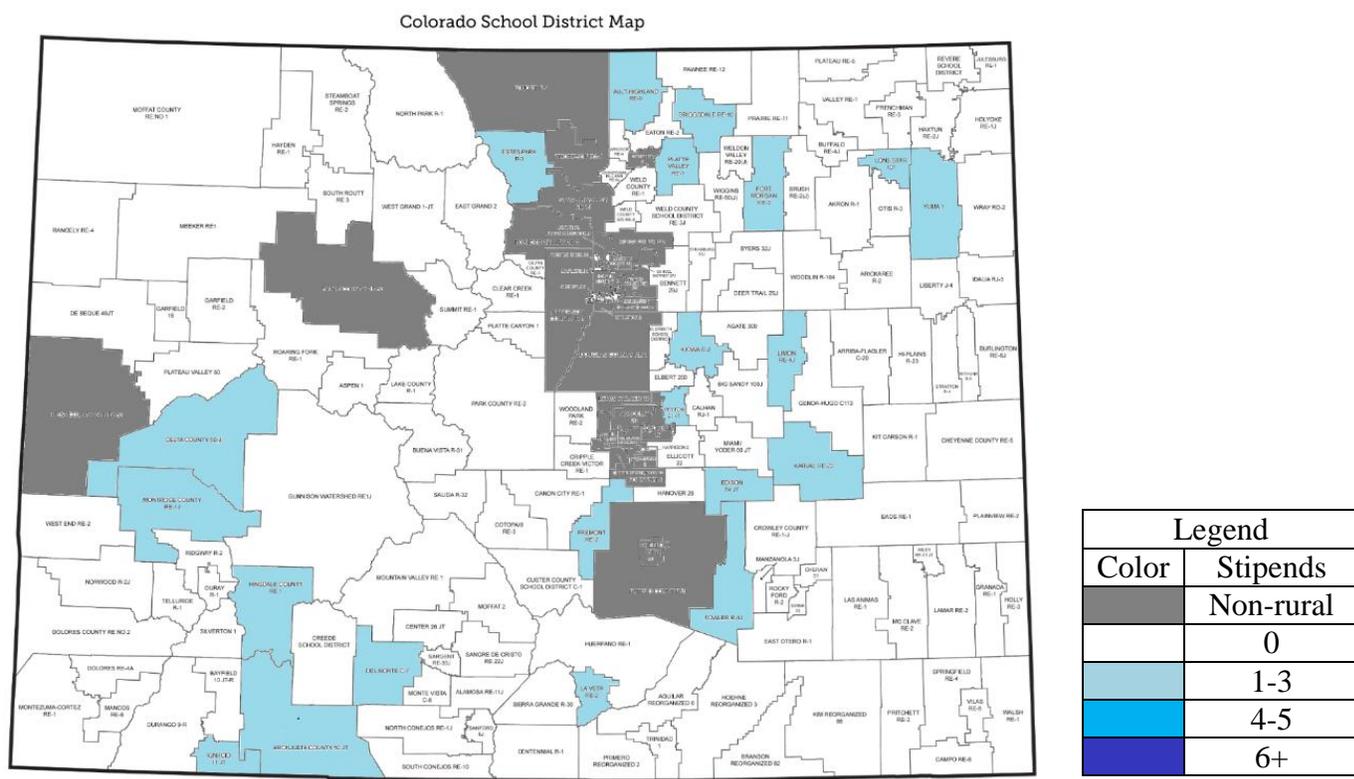


Figure D. Concurrent Enrollment Education Qualification Awards by District (2017-2018)

National Board Certified Teacher Stipends

The National Board Certified Teacher (NBCT) stipends provides funding and support to encourage talented PK-12 inservice educators serving students in rural Colorado school districts as they pursue National Board Teacher Certification (Appendix E). In total, the CCRE received 43 NBCT applications and funded 72% ($n = 31$) of all applicants, providing \$151,575 worth of incentives to rural educators. Currently, NBTC stipend recipients are serving students in 11 Colorado rural and small rural school districts (Table 5).

Table 5

National Board Certified Teacher Stipends by District (2017-2018)

District	Rural Designation	<i>n</i>
Aspen 1	Rural	6
Center 26 JT	Small Rural	1
Durango 9-R	Rural	2
East Grand 2	Rural	2
Estes Park R-3	Rural	2
Lake County R-1	Small Rural	1
Moffat 2	Small Rural	1
Rocky Ford R-2	Small Rural	2
Summit RE-1	Rural	3
Telluride R-1	Rural	9
West Grand 1-JT	Small Rural	1

Note. n = number of NBCT stipend recipients

Of the 31 total NBCT stipends awarded since 2017, 55% ($n = 17$) of the stipend recipients are currently working in rural school districts, while 45% ($n = 14$) are working in small rural school district (Figure E).

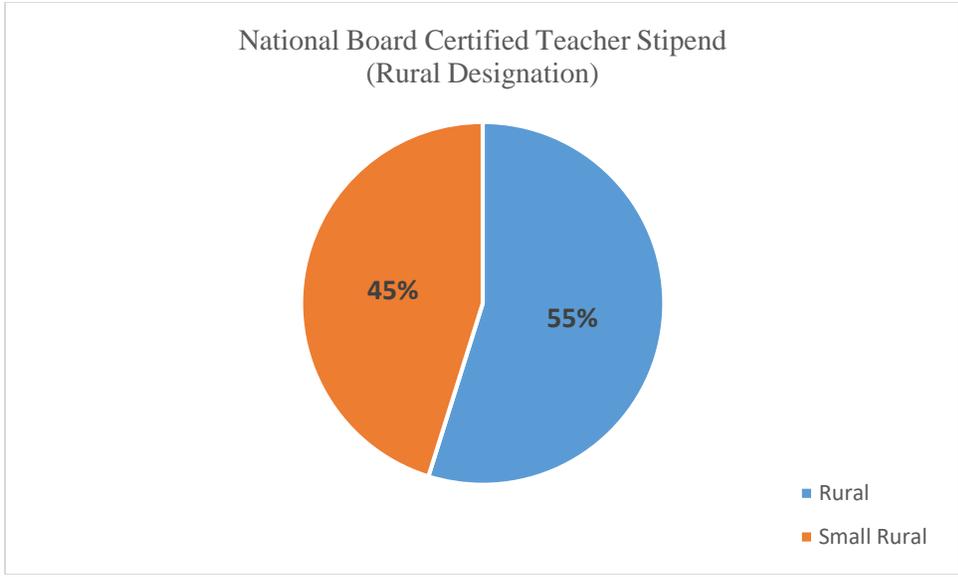


Figure E. National Board Certified Teacher Stipend by Rural Designation (2017-2018).

The CCRE also strives to ensure the funding and support provided by NBCT stipends are used to retain inservice educators in a wide range of rural and small rural school districts throughout Colorado (see Figure F).

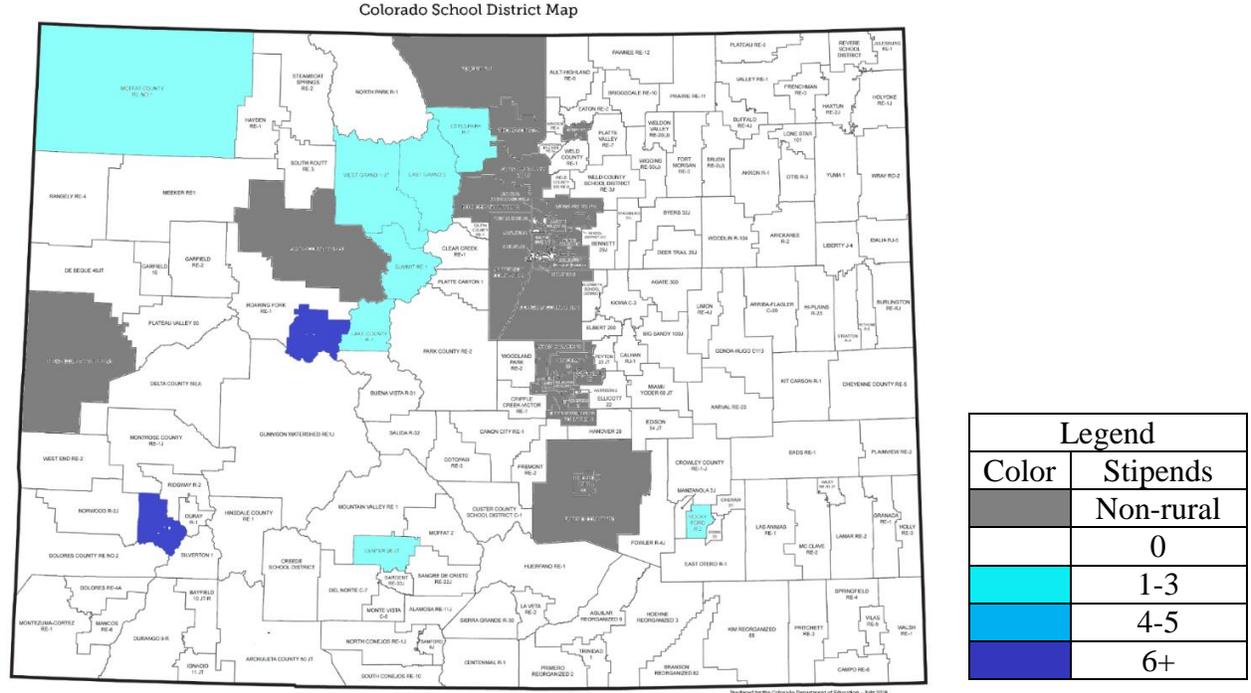


Figure F. National Board Certified Teacher Stipend Awards by District (2017-2018)

Rural Alternative Licensure Stipends

In 2018 and with funding provided in SB 18-085, the CCRE began offering stipends to individuals enrolled in a Colorado-approved alternative teacher preparation who are employed as an educator in one of Colorado’s rural or small rural school districts (Appendix E). Costs associated with individual alternative licensure programs in Colorado vary widely (\$3,500-\$12,000+), so individual awards also varied but did not exceed \$6,000. To be eligible, Rural Alternative Licensure Stipend (RALS) recipients committed to working in a rural or small rural school district for a minimum of three (3) years after completing their alternative licensure program. In the first funding cycle, the CCRE received 147 applications from qualified individuals who were eligible for the RALS stipend and provided funding for 27% ($n = 40$) of the applicants, which totaled \$223,550. Figure G shares the district of employment for all 2018 RALS applicants.

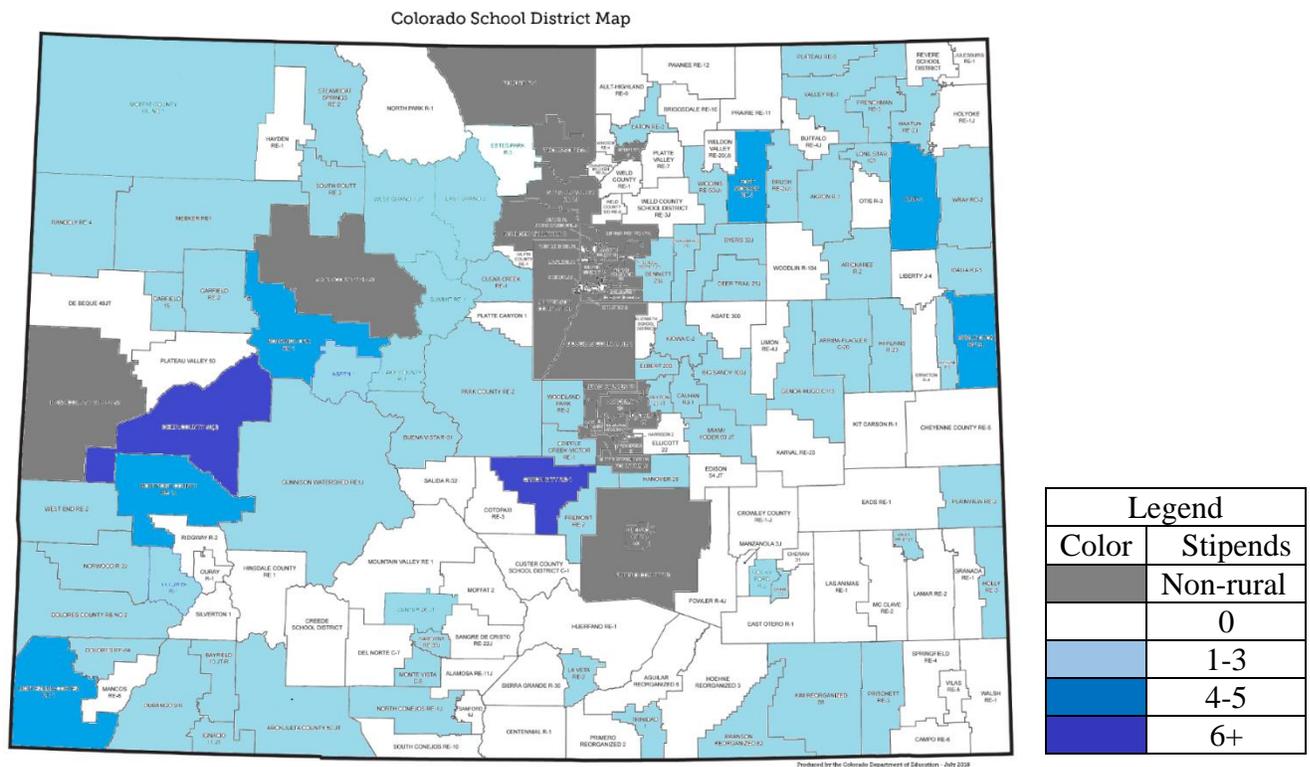


Figure G. Rural Alternative Licensure Stipend Applications by District (2018)

Information provided in Table 7 shares the 29 districts where each of the 2018 RALS recipients are employed.

Table 7

Rural Alternative Licensure Stipend Awards by District (2018)

District	Rural Designation	<i>n</i>
Brush RE-2(J)	Rural	1
Buena Vista R-31	Small rural	1
Burlington RE-6j	Small Rural	1
Canon City RE-1	Rural	2
Clear Creek RE-1	Small Rural	2
CO River BOCES	Small Rural	1
Delta County 50(J)	Rural	2
Dolores County RE No. 2	Small Rural	2
Eaton RE-2	Rural	1
Elbert 200	Small Rural	1
Fort Morgan RE-3	Rural	4
Garfield RE-2	Rural	1
Gunnison Watershed RE1J	Rural	1
Holly RE-3	Small Rural	1
Ignacio 11 JT	Small Rural	1
Kiowa C-2	Small Rural	1
Miami/Yoder 60 JT	Small Rural	1
Moffat County RE: NO 1	Rural	1
Montezuma-Cortez RE-1	Rural	1
North Conejos RE-1J	Small Rural	1
Plainview RE-2	Small Rural	2
Roaring Fork RE-1	Rural	1
Rocky Ford R-2	Small Rural	1
Strasburg 31J	Small Rural	2
Summit RE-1	Rural	1
Valley RE-1	Rural	2
West End RE-2	Small Rural	2
Wiley RE-13 JT	Small Rural	1
Yuma 1	Small Rural	1

Note. *n* = number of RALS stipend recipients

In total, 45% ($n = 18$) of RALS recipients are serving students in one of Colorado’s rural school districts and 55% ($n = 22$) serve in students in a small rural district (Figure H and Figure I).

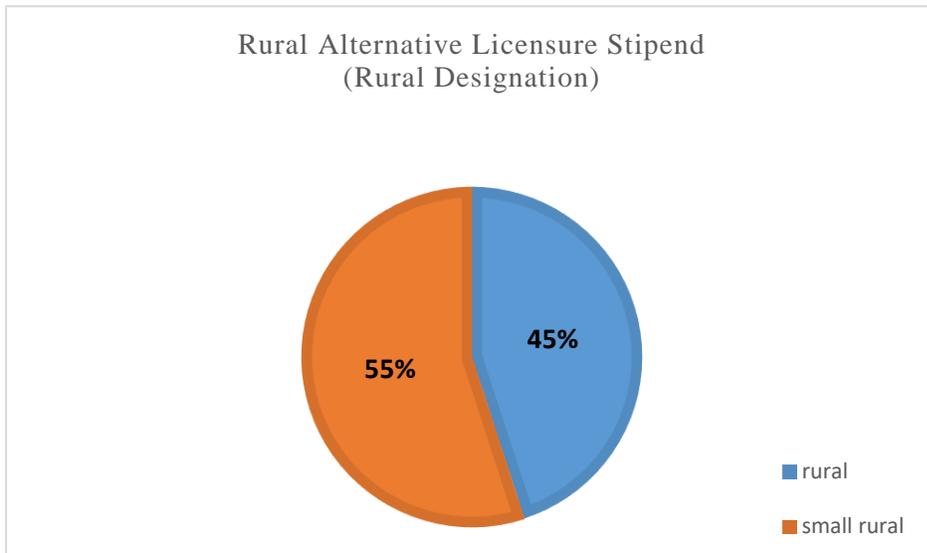


Figure H. Rural Alternative Licensure Stipend by Rural Designation (2017-2018)

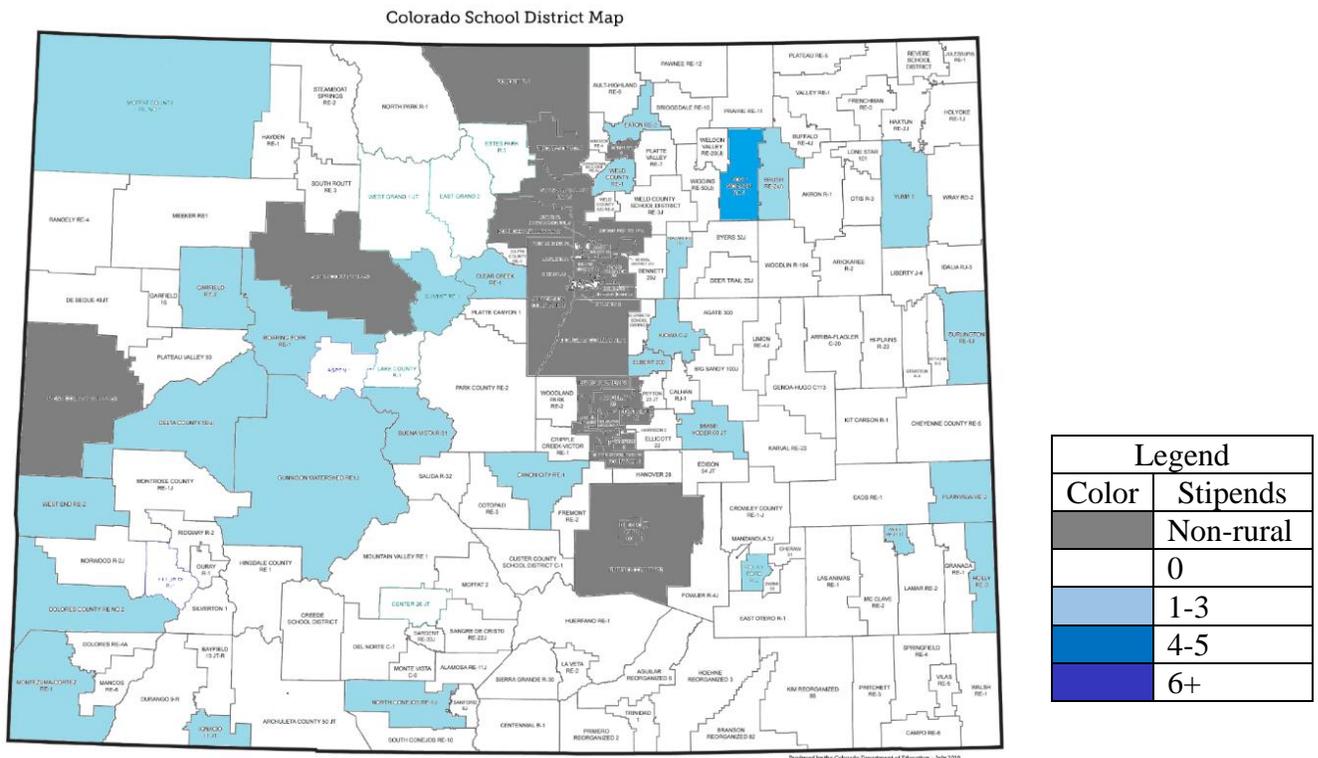


Figure I. Rural Alternative Licensure Stipend Awards by District (2018-2019)

Within Colorado, a total of 27 districts, private organizations and institutions of higher education provide alternative licensure programs to individuals with a bachelor's degree or higher who are employed as an educator and who are eligible to receive an alternative license from the Colorado Department of Education. Table 8 shares the alternative licensure providers where RALS recipients are learning the range strategies and skills needed to effectively educate diverse groups of students in primary and secondary settings.

Table 8

Rural Alternative Licensure Stipend Awards by Alternative Licensure Provider

Alternative Licensure Provider	Location	<i>n</i>
ASPIRE to Teach (University of Colorado)	Denver, CO	3
Centennial BOCES	Greeley, CO	6
Colorado Christian University	Lakewood, CO	2
East Central BOCES	Limon, CO	6
Metro State University of Denver	Denver, CO	1
Mountain BOCES	Leadville, CO	4
Northeast BOCES	Haxtun, CO	1
Northwest BOCES	Steamboat Springs, CO	2
Public Education and Business Coalition	Denver, CO	5
Pikes Peak BOCES	Colorado Springs, CO	1
Southeastern BOCES	Lamar, CO	4
West Central Alternative Licensure Program	Ridgeway, CO	4
Western State Colorado University	Gunnison, CO	1

Note. *n* = number of RALS recipients enrolled; BOCES = Board of Cooperative Educational Services

Conclusion

The mission of the Colorado Center for Rural Education is to support the needs of rural educators in Colorado because rural school districts throughout Colorado continue to experience significant difficulty finding qualified individuals to work within their individual school districts. To address these issues, the CCRE partners with a wide range of educator preparation programs throughout Colorado to recruit, prepare, place, and support educators for rural communities, thereby ensuring every rural student has a quality learning experience. To support these efforts,

the CCRE has provided over \$800,000 of funding to 195 pre- and inservice educators serving students in one of Colorado's rural or small rural school districts since 2017. This report describes each of the four stipends the CCRE currently provides, and shares simple descriptive statistics for each. Future reports should share outcome data detailing how the various stipend categories are working to address the teaching shortage in rural Colorado.