



Educator Shortage Survey 2024-25

In accordance with HB 17-1003, the Colorado Department of Education and the Colorado Department of Higher Education submitted an action plan regarding Educator Shortages to the Colorado Legislature. In that plan, CDE and CDHE are tasked with providing legislators and the public information about the educator shortages across Colorado. This data is also required by the United State Department of Education for annual submission to meet the requirements for Federal benefits (34 CFR 682.201(q), 34 CFR 674. 53(c), 34 CFR 686). Thank you very much for your time and support. **Please start with the survey now by clicking on the *Next* button below.**



Respondent Information

- First and Last Name _____
- Position _____
- Email Address _____

Are you responding for a District, BOCES, or Facility School?

- District
- BOCES
- Facility School

Select your district from the drop down below.

▼ Select district

Select your BOCES from the drop down below.

▼ Select BOCES



Please answer the questions below based on the 2024-2025 school year.

See the [HR Collection webpage](#) for our [FAQ document](#), or contact us directly at EdTalentResearch@cde.state.co.us.

	Yes	No
Did you have any vacant positions that you needed to hire for this school year?	<input type="radio"/>	<input type="radio"/>
Did you hire any long-term substitutes to fill positions for which you were unable to hire licensed educators?	<input type="radio"/>	<input type="radio"/>
Did you utilize the flexibility to hire retired educators allowed through HB17-1176 (PERA Rural Educator Bill)?	<input type="radio"/>	<input type="radio"/>
Did you hire teachers and require them to complete an alternative licensure program for purposes of filling positions that otherwise would have gone vacant?	<input type="radio"/>	<input type="radio"/>
Did you hire any emergency candidates to fill positions for which you were unable to hire licensed educators?	<input type="radio"/>	<input type="radio"/>
Did you utilize any other shortage mechanism (for example, <i>Teacher of Record Program</i> or <i>contracted services</i> for special educators or special services providers) to hire educators for purposes of filling positions that otherwise would have gone vacant?	<input type="radio"/>	<input type="radio"/>
Did any of your positions go unfilled , resulting in cancelled classes, alternative delivery formats (e.g., online), and/or reduced professional services?	<input type="radio"/>	<input type="radio"/>



You answered “Yes” to at least one of the previous questions. Please tell us how many full-time equivalent (FTE) positions and in which areas in the matrices on the next page.

Q1: Total Positions to Hire. This is the number of positions you needed to hire, in FTE, for before the beginning of the academic year. This includes filling any vacancies left by educators who left the previous academic year such as retirees, as well as newly created positions to hire. This includes positions that were ultimately filled by regular hiring mechanisms, positions that were ultimately filled by a shortage mechanism, and positions that remained unfilled.

Q2: Vacant Positions in FTE at Beginning of School Year. This question has been removed from the survey because we will calculate the total vacant positions at the beginning of the school year as the sum of your answers to Q3 through Q8.

Q3-7: Shortage Mechanisms. Questions 3 through 7 represent the number of educators hired to fill vacant positions that were not hired through traditional hiring practices. This includes positions filled by (3) **long-term substitutes**, (4) **educators brought out of retirement**, (5) **alternative licensure candidates**, (6) **emergency candidates**, or (7) **another shortage mechanism** (for example, Teacher of Record programs or contracted services for special educators or special services providers). If you report FTE in the 'another shortage mechanism' (Q7) column, please specify the shortage mechanism used in the question following the matrices.

Q8: Unfilled Positions. The number of vacant positions, in FTE, that remained unfilled.

Example: You had three vacant Agriculture and Natural Resources openings at the end of last school year: two full-time (1.0 FTE) and one half-time (0.5 FTE). You hired one in June (1.0 FTE), filled one with an alternative licensure candidate in late August (1.0 FTE), and the half-time position remained unfilled (0.5 FTE).

In this example, you had 2.5 positions (in FTE) to hire, so you input 2.5 for Q1. One position (1.0 FTE) was filled by a shortage mechanism, an alternative licensure candidate, so you input 1.0 for Q5. The half-time position remained unfilled, so you input 0.5 for Q8. The difference between Q1 (total vacancies) and the sum of the other items equals 1.0 FTE, representing the one educator hired prior to the start of the academic year who was hired through traditional hiring practices.

To clarify, if your response is zero, you do NOT need to enter the number 0 in the text box.

Additionally, [a list of frequently asked questions is available by clicking here](#). These questions now include information regarding the corresponding job classification codes from the Human Resources snapshot for the educator categories in this survey question.



Please answer the questions below based on the 2024-2025 school year.

	Q1: Total Positions in FTE to Hire	Q3: Positions in FTE Filled with Long Term Subs	Q4: Positions in FTE Filled by Retired Educators	Q5: Positions in FTE Filled by Alternative Licensure Candidate/ Program	Q6: Positions in FTE Filled by Emergency Candidates	Q7: Positions in FTE Filled by Another Shortage Mechanism (e.g., contracted services) Please specify below	Q8: Unfilled Positions in FTE
Agriculture And Natural Resources							
Business/Marketing							
Computer Science/Instructional Technology							
Culturally and Linguistically Diverse Education							
Dance							
Drama Theater Arts							
Early Childhood Education							
Early Childhood Special Education							
Elementary Education							
English Language Arts							
Family and Consumer Sciences							
Gifted Education							
Health Education							
Industrial Arts							
Mathematics							
Music							
Paraprofessional							
Physical Education							
Principal/Assistant Principal/Building Leader							
School Audiologist							
School Counselor							
School Nurse							
School Occupational Therapist							



	Q1: Total Positions in FTE to Hire	Q3: Positions in FTE Filled with Long Term Subs	Q4: Positions in FTE Filled by Retired Educators	Q5: Positions in FTE Filled by Alternative Licensure Candidate/ Program	Q6: Positions in FTE Filled by Emergency Candidates	Q7: Positions in FTE Filled by Another Shortage Mechanism (e.g., contracted services) Please specify below	Q8: Unfilled Positions in FTE
School Orientation and Mobility Specialist							
School Physical Therapist							
School Psychologist							
School Social Worker							
School Speech- Language Pathologist							
Science							
Social Studies							
Special Education Generalist							
Special Education Specialist: Deaf and Hard of Hearing							
Special Education Specialist: Visually Impaired							
Teacher Librarian							
Visual Art							
World Languages							
Other (please specify in the question that follows)							



You indicated that '**another shortage mechanism**' (Q7) was used; please specify what shortage mechanism(s) in the space below.

- Teacher of Record Program
 - Contracted Services
 - Other (please specify)
-

You indicated a shortage in an '**other**' **subject area**; please specify what subject area(s) in the space below.

How did you recruit educators this year? (check all that apply)

- Online ads on job sites (e.g., Indeed, Teacher-Teacher.com, etc.)
 - Social Media
 - Job fairs
 - Professional associations
 - Direct contact with educator preparation program
 - Recruiting through direct contact with individuals
 - Didn't recruit this year
 - Other (please specify)
-

Please explain any additional recruitment strategies you used this year.

What do you see as the greatest challenge in recruiting and hiring educators in your field?
