

# Colorado Bright Spots Districts & Schools: Strategies Employed to Address Teacher Shortages

A talented teacher workforce is an essential foundation for improving educational outcomes for students. As such, securing teachers at all levels of the teacher pipeline (i.e., recruitment into the profession, onboarding for the profession, retention in the profession, and advancement within the profession) is necessary for student success.

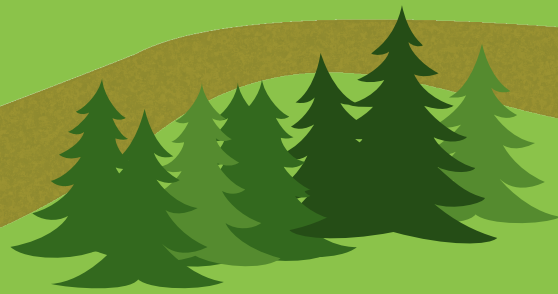
This infographic highlights the effective strategies that five districts and schools in Colorado are employing to address teacher shortages. They are experiencing success with retaining teachers in schools with high-need populations and geographic factors associated with lower retention rates. See the Region 12 Comprehensive Center (R12CC) report, *Addressing Educator Workforce Shortages: Colorado Bright Spots\** for more information.



## RECRUIT & ONBOARD



- ▶ Advertise open positions via school community outlets
- ▶ Establish community partnerships to support teachers
- ▶ Hire candidates whose beliefs align with the school's vision
- ▶ Offer financial incentives for hard-to-staff endorsement areas
- ▶ Partner with educator preparation programs



## RETAIN & ADVANCE



- ▶ Cultivate school leaders who champion collaborative working environments
- ▶ Foster authentic teacher collaboration
- ▶ Prioritize teacher wellness
- ▶ Provide coaching and professional learning for teachers
- ▶ Use data to understand teachers' needs and improve working conditions



## RESOURCES

- Center on Great Teachers and Leaders (GTL): 10 Mentoring and Induction Challenges in Rural Schools and How to Address Them
- R12CC: Addressing Educator Workforce Shortages: A State Comparison Brief
- R12CC: Geographic Information System (GIS) Map Exploration and Application Resources

\*Guiden, A. & Giffin, J. (2021, Nov). Addressing Educator Workforce Shortages: Colorado Bright Spots. Region 12 Comprehensive Center.