



Colorado Charter Schools Annual Conference

February 25-27, 2026
Denver Marriott Tech Center



PRESENTED BY



D|A|**DAVIDSON**
FIXED INCOME CAPITAL MARKETS

Designing a Pathway to Licensure for your Staff

Heather Grantham, Educator Recruitment & Retention Specialist
Colorado Department of Education

Kate Hudnut, Senior Partnerships Manager
TEACH Colorado

Humboldt Peak
February 26th, 2026 | 8:30-9:30 AM
Human Resources & Staffing



“
The
conference
at your
fingertips.



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DIAMOND

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Special Education Staffing



Staples

PLATINUM



GroundFloor Media

SW
SPARKSWILLSON, P.C.





We make it our priority to **advocate** for high-quality public charter schools across Colorado.



Be a part of the action.



Theory of Change - Orange

Our Vision

To create an equitable educational environment where *all* students and staff in Colorado thrive

Our Role

To improve student outcomes and ensure students and families across Colorado have access to high-quality schools, we will:

> SERVE

Provide actionable support to local educational agencies

> GUIDE

Implement policy and legislation in an effective way

> ELEVATE

Share the experiences of local educational agencies and students

Our Core Values: INTEGRITY | EQUITY | ACCOUNTABILITY | TRUST | SERVICE

Our Priorities:

Increase Student Engagement

Accelerate Student Outcomes

Strengthen the Educator Workforce

Provide Operational Excellence

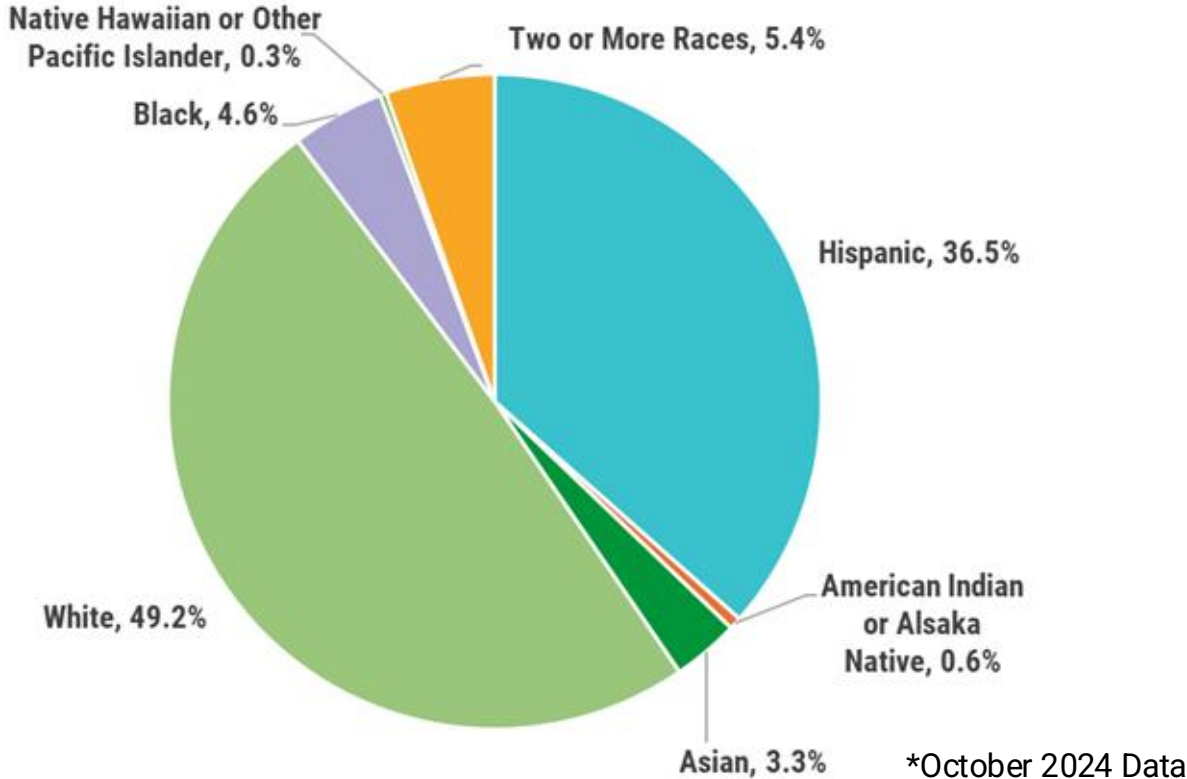
Our schools, students, and educators - Orange w/labels

178
SCHOOL
DISTRICTS

1,927
SCHOOLS

881,065
PUBLIC
SCHOOL
STUDENTS

Student Demographics*



Eligible for Free/Reduced Lunch:
394,765 (~44%)

Students with Individualized Education Programs:
117,616 (~13%)

Multilingual Learners*:
105,362 (~12%)

McKinney Vento:
14,498 (~2%)

*Includes both Non-English Proficient and Limited English Proficient students



Agenda

- Welcome & Outcomes
- Colorado Licensure Mini-Overview
- Pathway Snapshot Design Activity
- Barriers & Quick Solutions
- 90-Day First Step
- Q&A and Close



Welcome



Introductions

Fist to Five:

With 5 being the highest, rate your knowledge about licensing pathways.

Distance:

Who had the longest commute?

Who had the shortest commute?

Number of Educators on Staff:

Show the number of teachers you have in your building/network by showing the number of fingers by 10s. (1=10, 2=20,...10=100+)

Outcomes for Today

- Identify internal staff who can become licensed teachers
- Understand key Colorado licensure pathways
- Sketch a single “Pathway Snapshot” for your context
- Commit to one concrete 90-day next step



Colorado Licensure Mini-Overview

Why build a pathway to licensure for your staff?

Challenges

- Hard to fill positions
- Qualified Teacher Shortage
- High attrition rates

Opportunities

- Strong instructional support staff
- Better retention rates
- Increased staff diversity

Teacher License Requirements



**Bachelor's or Higher
Degree**

(Accredited Institution)



**Demonstrate content
competency** in their
endorsement area



Complete an approved
teacher preparation program

Relevant Pathways to Licensure

Alternative Teacher License Pathway

Residency/Co-teaching Models

Bachelors + Licensure Programs

Teacher of Record License

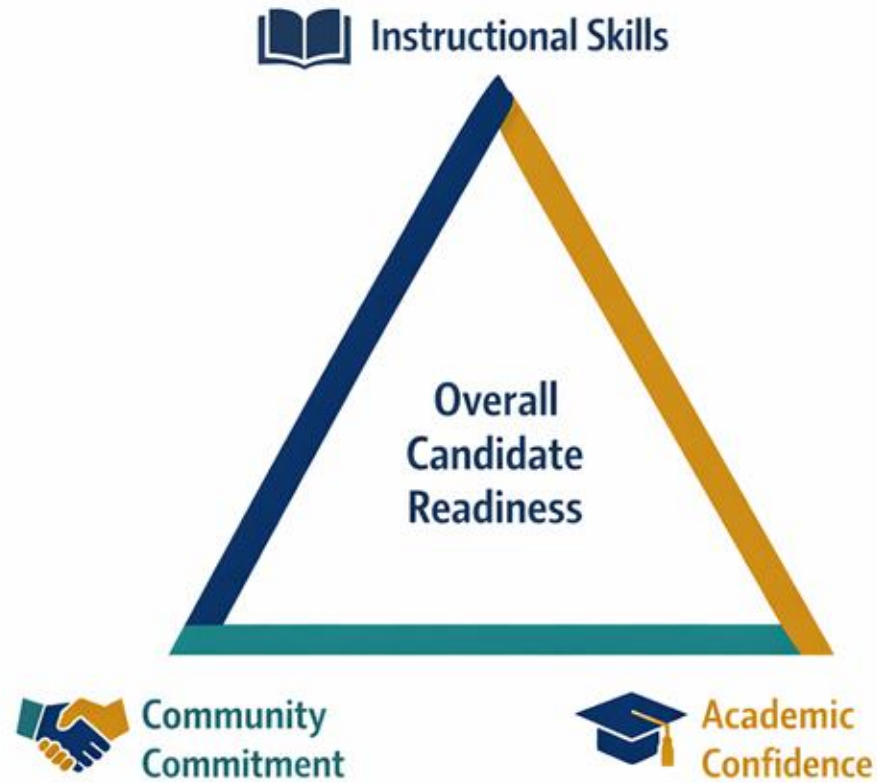
Teacher Degree Apprenticeship Program



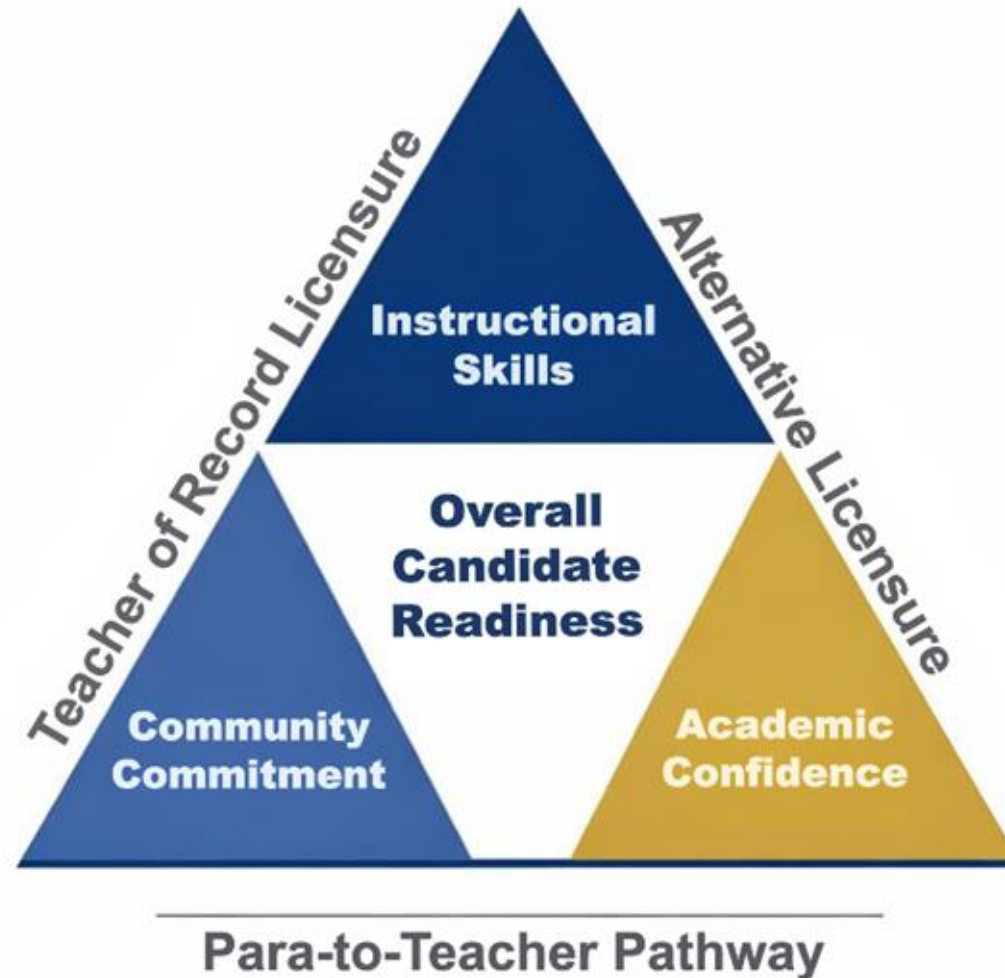
What does a grow-your-own pathway for your staff look like?



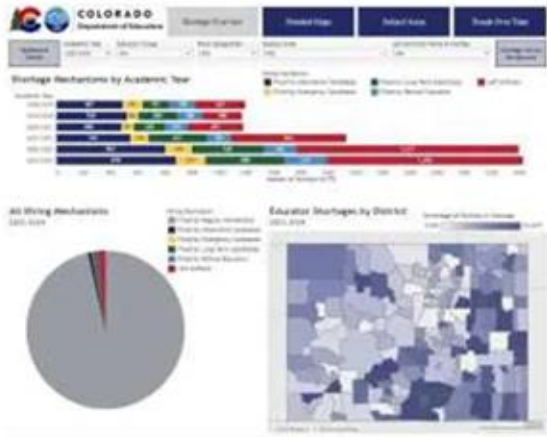
Assessing your Talent Readiness



Aligning the Pathway to your Talent Readiness - An example



High Need Endorsement Areas



Educator Shortage Survey Results



What is the greatest need for your school context based on shortage?

What is the greatest need for your school context based on retention?



Educator Retention Dashboard





Pathway Snapshot Design Activity

Mapping your Talent

Who is in your community?

What is their academic background?

How would you describe their instructional readiness?

In your workbook, place the talent in your community on the talent mapping matrix.

Answer the reflection questions.

Step 1 – Pick Your Focus

Which role is your top priority to build a licensure pathway for?

Which endorsement area is most urgent?

How will you invite those you have identified into education?

In your workbook, fill in 'Target roles' and 'Priority Endorsement Areas'.

Share your ideas for recruitment with your elbow partner.

Step 2: Choose a Route & Role

- **Alternative Licensure Pathway**
 - Staff is the teacher while completing an alternative teacher preparation program
- **Resident/Co-teacher**
 - Staff co-teaches with a mentor teacher; gradual release of responsibilities
- **Degree + Licensure**
 - Staff completes bachelor's + licensure program

Which model best fits your candidate pool and context?

How will you build support for your proposed pathway?

Step 3: Partners

Who have you worked with already?

Who understands your context?

Who can offer flexible, affordable options?

List 2-3 partners in your workbook and describe how they will support your pathway.



Partnership with TEACH Colorado

TEACH Colorado



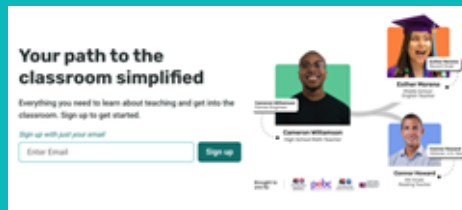
Elevate

Elevate the image of the teaching profession



Identify

Identify & subscribe potential future teachers through TEACHColorado.org



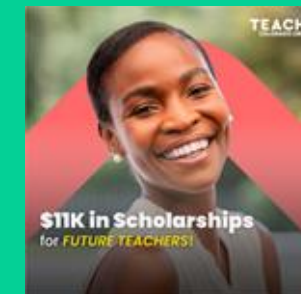
Cultivate

Get future teachers excited about the career, especially people of color and in shortage areas



Support

Support future teachers in applying to prep programs by reducing known barriers to entry



Elevate: PSA



Identify: Fliers + surveys

You'd make a great teacher!

Calling all paraprofessionals, substitutes, support staff and school volunteers

You already have classroom experience and a commitment to education—that makes you uniquely qualified to become a teacher.

Free, One-Stop Shop

Sign up for a TEACH Colorado account to get:

- 1-on-1 advice tailored to the needs of school staff and volunteers.
- \$100 fee reimbursements when it comes time to apply.
- Custom tips and how-to guides for finding the right educator preparation program.
- Exclusive \$1,000 scholarship opportunity and other financial aid resources.
- Interactive checklists to help with your educator preparation program applications.

Get Started: ontch.org/futureteachoo

Tips for Non-Licensed Educators

- Need an undergraduate degree?** Explore educator preparation programs that allow you to earn your degree and teaching license at the same time.
- Already have a degree?** If you already have your Bachelor's, consider specialized alternative licensure programs that allow you to teach (and earn a paycheck!) while you complete your teaching program.
- Consider a shortage area** If you are interested in special education, STEM subjects, or world languages, there are permanent positions waiting for you across Colorado.
- Use your benefits** Many schools and districts offer tuition reimbursement or professional development time leave for taking courses to advance your career.

TEACH COLORADO.ORG | @TEACHColorado

Be the GOAT

(Greatest Of All Teachers)

Calling all students who are interested in a career that makes a difference in their community.

As a current student, you are inspired by teachers everyday. TEACH Colorado can help you with the steps to become the teacher the students of the future will need!

It's all free. We've got you.

Sign up for a TEACH Colorado account to get:

- 1-on-1 advice tailored to the needs of students like you.
- \$100 fee reimbursements when it comes time to apply.
- Custom tips and how-to guides for finding the right educator preparation program.
- Exclusive \$1,000 scholarship opportunity and other financial aid resources.
- Interactive checklists to help with your educator preparation program applications.

Get Started: <https://ontch.org/URteachoo>

Tips for High School Students

- Research undergraduate programs** Find everything you need to know about educator preparation programs, like tuition, duration, and endorsement areas.
- Keep your GPA up!** You may have to meet a GPA requirement when you apply to an EPP, so keep those grades up! But not to worry: Some programs will be open to conversations about your unique circumstances.
- Fill out the FASFA** Graduating seniors should fill out the Free Application for Federal Student Aid (FAFSA) as soon as possible—anytime after October 1st the year before they begin college.
- Try classroom experiences** High school students can try out teaching before they commit by tutoring, working for summer or afterschool programs, or volunteering in or observing a classroom.

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TEACH Colorado Teaching Interest Survey for School Staff

Let's Get Started

Thank you for taking 5 minutes to tell us about yourself and your professional interests!

TEACH Colorado's goal is to help interested individuals become teachers!

Your responses will help TEACH Colorado create great resources for you and your fellow colleagues across the state. Plus, we've got some interesting material for you at the end of this survey!

Current Position/Title

Answered: 421 Skipped: 0

Current Position/Title	Percentage
Paraprofessionals/Teacher	50%
Other Staff - Non-Instructional	19%
Other Staff - Instructional	15%
Substitute (Short/Long-term)	4%
Volunteer	1%

Cultivate: Group Coaching Webinars + Events

Upcoming Events



Become a Teacher in a Mountain Community

2025/04/03 4:30 PM - 5:30 PM America/Denver

Thinking about a teaching career in a Colorado mountain school district?

[Learn More >](#)



Friends Teacher Preparation Program Information Session

2025/04/04 10:15 AM - 11:15 AM America/Denver

Learn about the Friends School Teacher Preparation Program (TPP).

[Learn More >](#)



Become a Teacher in RE-1 Valley Schools

2025/04/07 11:00 AM - 12:00 PM America/Denver

Come and learn about our Alternative Licensure and Master's Degree Programs in Special Education!

[Learn More >](#)



Become a Teacher in Rural Colorado

May 28th
5- 6 p.m.

When you choose to teach in Colorado's rural districts, you become an invaluable resource to those around you.

Join TEACH Colorado, Colorado BOCES, and the Center for Rural Education for this webinar to learn about the many pathways to become a classroom teacher in Rural Colorado!

Zoom
Link provided upon registration

Find out more about this event and register at <https://ontch.org/RuralTeachers>

Take the guesswork out of becoming a teacher. We can help make your path to a teaching career more manageable.

Sign up now to get **free** 1-on-1 coaching, financial support, how-to guides, and more up-to-date info and resources on how to become a teacher.

Sign up now: <https://ontch.org/RuralTeachers>



TEACH
COLORADO.ORG

Or sign up here!



Cultivate: Program Search Tool & Checklists

The screenshot displays the TEACH COLORADO program search tool interface. At the top, the navigation bar includes the logo, links for 'BECOME A TEACHER', 'EXPLORE THE CAREER', and 'TOOLS & SERVICES', along with a user profile 'Hi, Kate' and a 'Log Out' button. Below the navigation is a search bar labeled 'Search Programs' with a magnifying glass icon and view options for 'Grid View' and 'Map View'. A filter bar shows active filters for 'Colorado', 'Bachelor's and licensure', 'Licenses/MA, License only*', and 'Master's and licensure*'. The main content area features a grid of program cards. Each card includes a representative image, the institution name, a degree type badge, a brief program description, and key details such as annual cost, start dates, and program format. The programs shown include Post-Baccalaureate Teacher License Program - License Only, Master of Arts in Education, Undergraduate Teacher Education with Licensure, Boulder Journey School Teacher Education Program, and Bachelor's and licensure programs from Centennial BOCES and Colorado Christian University.

Program Name	Institution	Degree Type	Annual Cost	Start Date	Program Format	Duration
Post-Baccalaureate Teacher License Program - License Only	Adams State University	Licenses/MA, License only*	\$11,894	May 11, 2025	Online	11 months
Master of Arts in Education	Adams State University	Master's and licensure*	\$11,904	May 11, 2025	Hybrid	17 months
Undergraduate Teacher Education with Licensure	Adams State University	Bachelor's and licensure	\$9,680	Rolling	Hybrid	49 months
Boulder Journey School Teacher Education Program	Boulder Journey School	Master's and licensure*	\$22,000	Rolling	In-person, Online, Hybrid	14 months
Bachelor's and licensure	Centennial BOCES	Licenses/MA, License only*	-	-	-	-
Bachelor's and licensure	Colorado Christian University	Licenses/MA, License only*	-	-	-	-
Bachelor's and licensure	Colorado Christian University	Bachelor's and licensure	-	-	-	-
Bachelor's and licensure	Colorado Christian University	Bachelor's and licensure	-	-	-	-

Cultivate: 1-on-1 Coaching

Get Free Career Coaching

New to teaching? Get career advice and answers. With 1-on-1 and group advising, we've got flexible options to fit your life.

[Schedule a 1-on-1 Call](#)

[Join a Group Session](#)



Support: Financial Aid

Financial Support for Future Teachers

Want to become a teacher? Don't let finances stop you. We can help with scholarships for tuition and reimbursement for program costs.



Where There's a Bill, There's a Way

Learn how TEACH can help you meet your goals. Click to learn more.



Support: Fee Reimbursement + Scholarships



TEACH exclusive opportunities to make the process more affordable.

\$100 fee reimbursements for application related expenses, including testing.

\$1,000 scholarship for program related expenses, including tuition.

Step 3: Supports

What do new and aspiring educators need to be successful?

What support do you currently provide for new educators?

How might you adapt or develop existing supports for aspiring educators?

List 1-2 key supports in your workbook and describe how they will contribute to the success of the aspiring teachers.



Barriers & Solutions



Common Barriers to Pathways



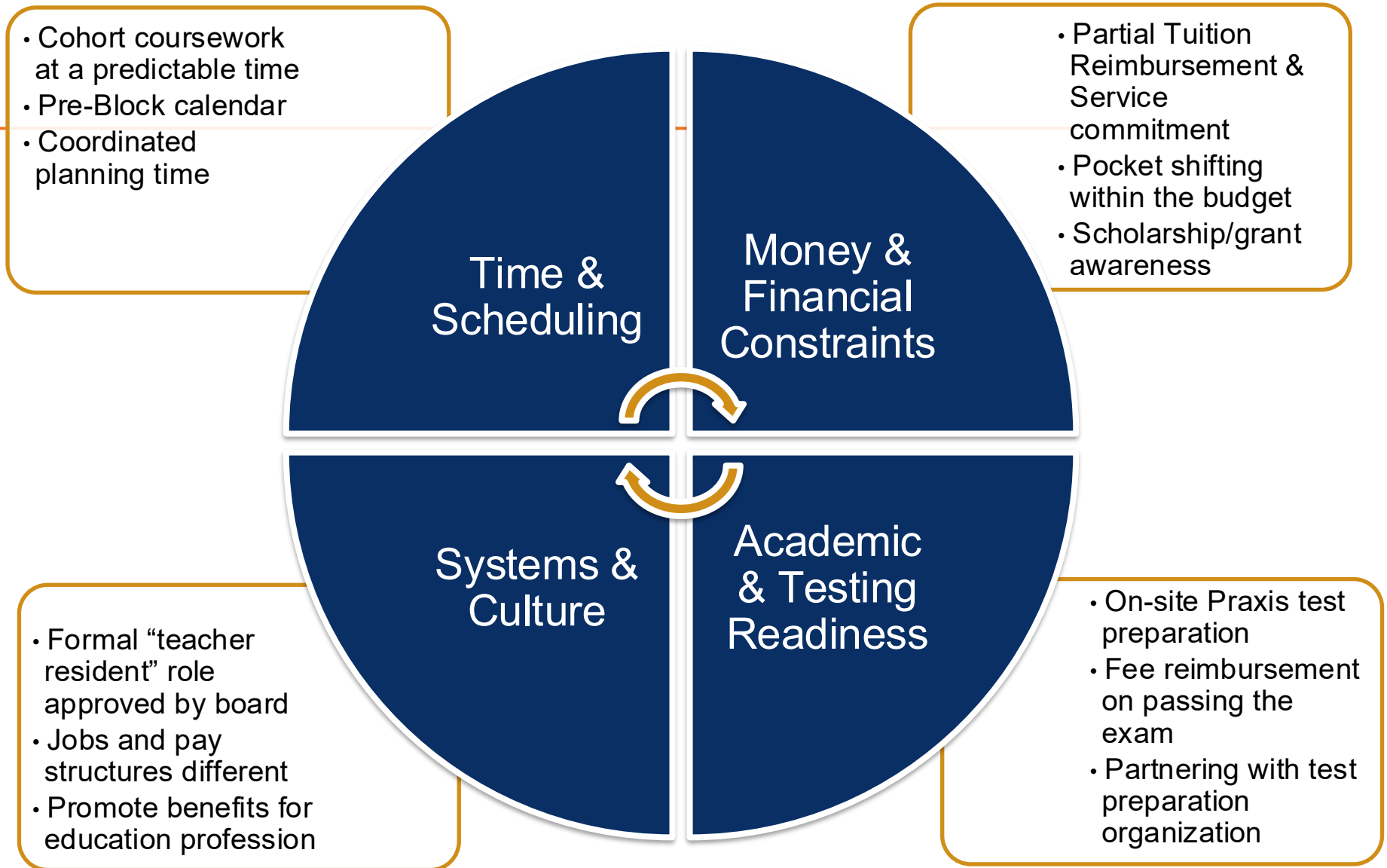
Where are you most likely to get stuck?

In your workbook, under 'Common Barriers', list 1-2 barriers that will most likely block your pathway.

Brainstorm Solutions

With a partner, share your 1-2 barriers that you have identified.

Write at least 'one realistic strategy or solution' for each barrier.





90-Day Action Plan

90-Day First Step: Start Small

Within the next 90 days, I will:

- 1) Choose one priority pathway (role + endorsement)
- 2) Have a key conversation (provider, authorizer, leadership team, board, etc)
- 3) Take one concrete action step (draft role description, select one partner, identify 5 candidates)

Use the 90-Day Action page in your workbook.

Write one 90-day goal and 2-3 actions with owners and dates.

Share & Protect the Work

- **Turn to a neighbor & share:**
 - Your 90-day goal
 - One thing that might get in the way
 - How you'll protect this on your calendar



One Takeaway



Webpage Resources to Bookmark

- [TEACH Colorado
ontch.org/FutureCharterTeacher](https://ontch.org/FutureCharterTeacher)
- Educator Career Navigation
<https://ed.cde.state.co.us/educatortalent/educator-career-navigation>
- Licensing Home
<https://ed.cde.state.co.us/cdeprof>
- Alternative Licensure Programs
<https://ed.cde.state.co.us/cdeprof/alteacheroverview>
- Approved Prep Programs
[CDE Educator Prep Program Search Tool](#)
[TEACH Colorado Program Finder](#)
- Endorsement Requirements
<https://ed.cde.state.co.us/cdeprof/endorsementrequirements>

**“
Your
feedback
helps us all
move forward
together**



**Colorado League of
Charter Schools**



Each time you take the survey you can enter to win prizes