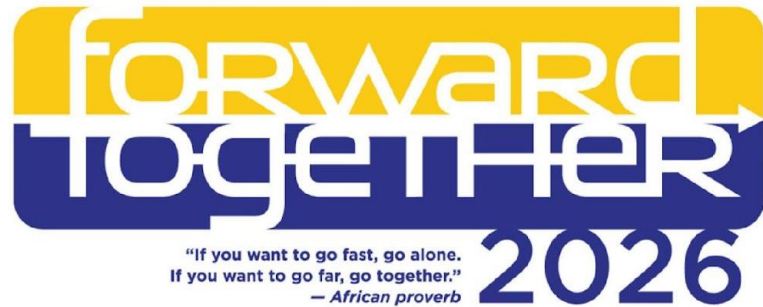




**Colorado Charter Schools  
Annual Conference**

February 25-27, 2026  
Denver Marriott Tech Center



"If you want to go fast, go alone.  
If you want to go far, go together."  
— African proverb



PRESENTED BY



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

# Solve Your Teacher Shortage: Turning Today's Staff into Tomorrow's Teachers

Victoria Onodera, Reach University  
Joshalynn Green, Reach University  
Amanda Shaw, DSST Public Schools  
Ellen Dupart , DSST Public Schools

Humboldt Peak  
February 27, 2026 | 11:00am – 12pm  
Human Resources & Staffing





# THANKS TO OUR GENEROUS SPONSORS



PRESENTED BY



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

**JHL**  
CONSTRUCTORS  
BUILDING COLORADO'S FUTURE



DIAMOND

**gs**  
Gillem Staffing  
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.**



# Overview

## Objectives

*Participants will:*

- See how DSST is building an internal teacher pipeline using a job-embedded bachelor's pathway
- Review real impact data and staff testimonials (what worked + what we'd change)
- Leave with a simple, 30-day plan to launch this partnership at your school or network

## Agenda

1. DSST's Talent Problem
2. The DSST-Reach Partnership Model
3. What's Working at DSST (Data + Stories)
4. How to Launch at Your School
5. Q&A

# *Introductions*



# Introductions: The Reach Team

---



**Victoria Onodera (She/her)**

Director of Employer Adoption



**Joshalynn Green (She/Her)**

Growth Associate - CO

# Introductions: The DSST Team



**Amanda Shaw** (she/her)

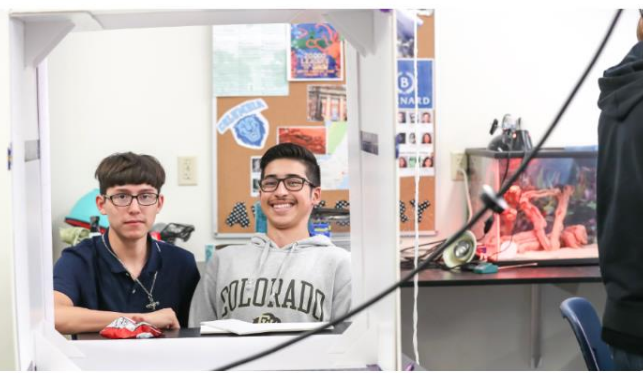
Senior Manager of Talent &  
Teacher Pathways



**Ellen Dupart** (she/her)

Manager of Teacher Pathways

# *DSST*



# Who We Are: DSST Public Schools

---

- 16 middle & high schools across Denver & Aurora
- 7,600 students | 1,200 staff
- Majority Title I; majority first-gen college-bound
- Hire ~150 teachers annually across many hard-to-fill roles
- Building sustainable, “grow-your-own” talent pipelines is mission-critical for us



*Problem: The Talent Was  
Already Here — The  
Pathway Wasn't*



# The Gap We Saw

---



Picture someone on your staff who would be an amazing teacher – but doesn't have the degree required to lead a classroom.

*Raise your hand if someone comes to mind.*

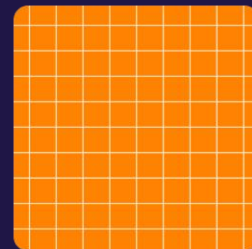
# Amanda's Story (One Example)

---



- DSST staff member since 2018 and longtime paraprofessional
- Deeply invested in our students and our community
- Ready to grow into teaching and leadership
- **But without a bachelor's degree, there was no pathway into teaching or leadership**

# *Reach University*



What if *your job* led  
to a degree?

*Not* the other way  
around.



# Candidate BA Contribution

Out-of-pocket cost is \$900/year after  
scholarships and financial aid

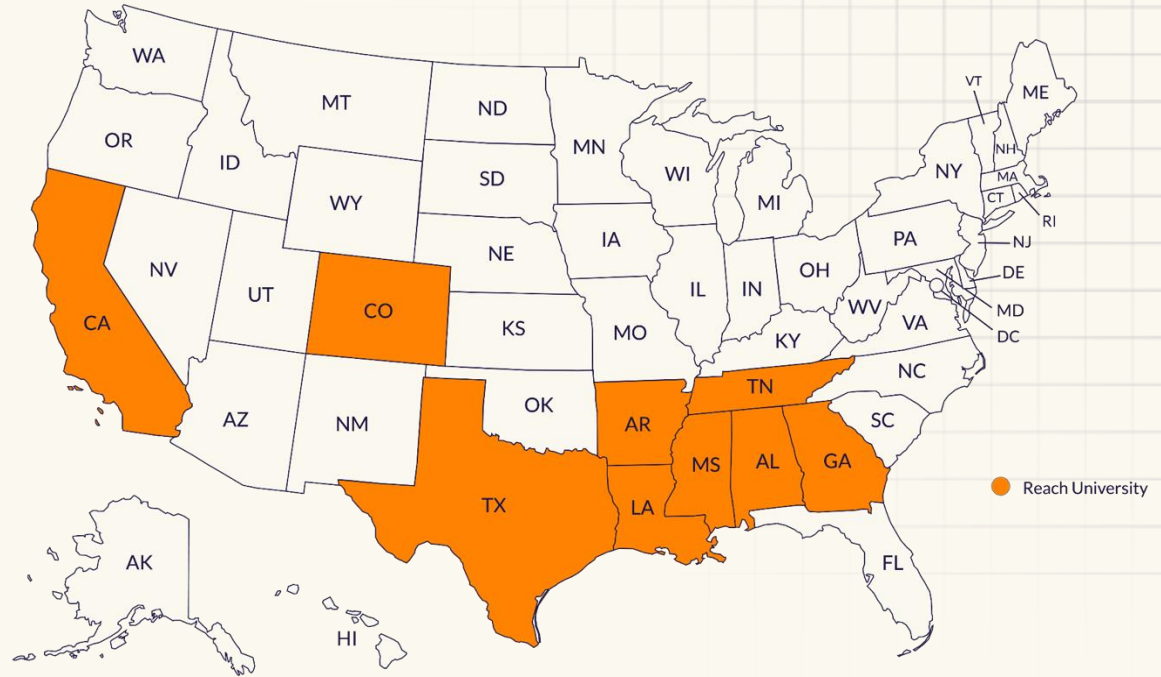
*Liberal Studies + Science of Reading +  
STEM – aligned to workforce  
competencies and professional licensure  
exams.*

# \$75 /month

Includes tuition & required materials

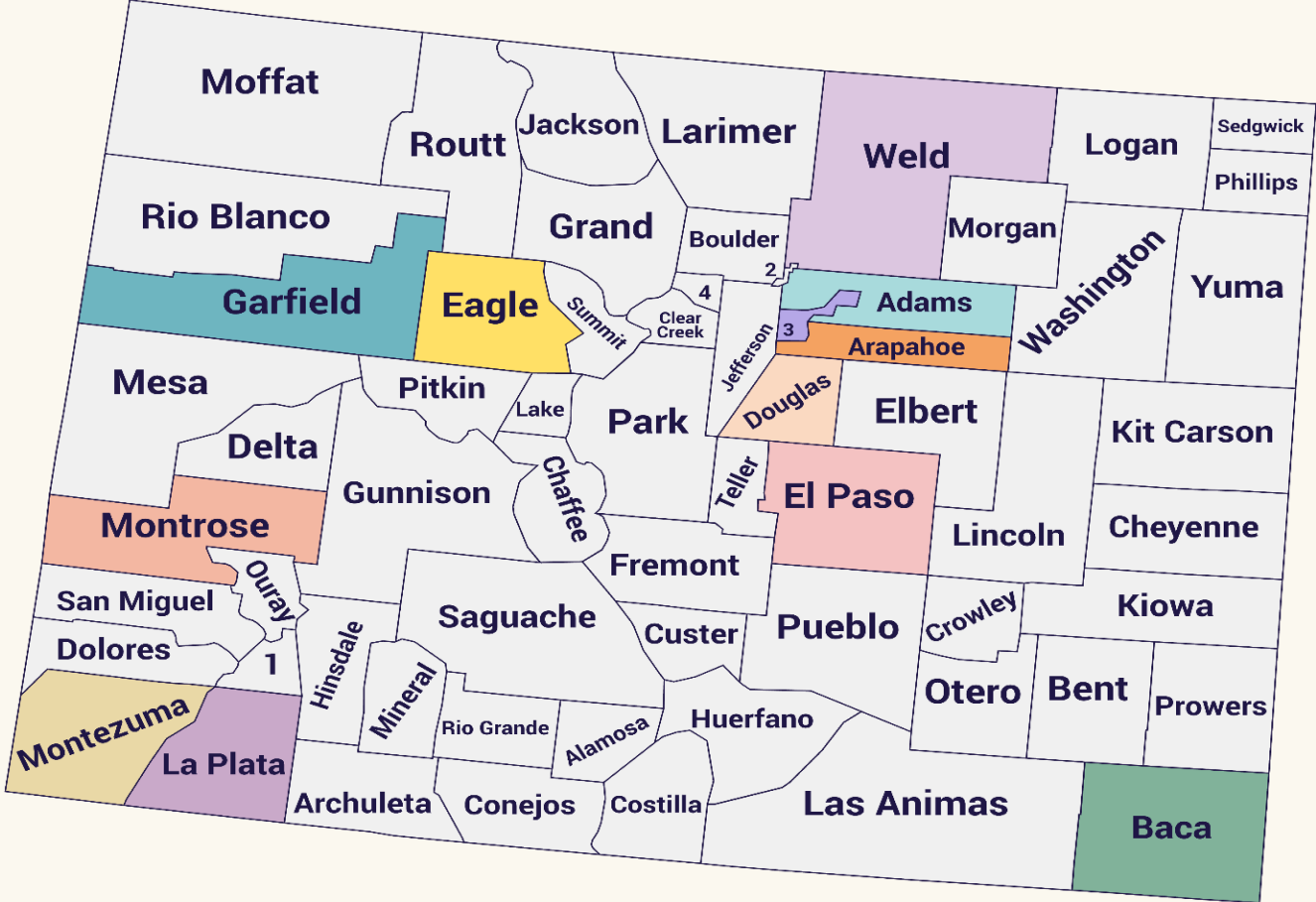
# Reach University's *Reach*

- **9** states of operation
- **515** employer partners
- **21** community college partners
- **Over 1,769 alumni.**  
3,277 current degree and credential seekers.



Data as of July 2025. This information is updated each admissions cycle.

# Colorado Reach Partners



- Adams—27J Schools, Adams County School District 14, AXL Academy, Belle Creek Charter School
- Arapahoe—Colorado Community College System, Heritage Heights Academy, Sheridan School District 2, The Joshua School
- Baca—Campo School District RE-6
- Denver—DSST Public Schools, Highline Academy, KIPP Colorado Public Schools, Omar D. Blair Charter School, Rocky Mountain Prep, U Prep, Wyatt Academy
- Douglas—HOPE Online Learning Academy Co-Op
- Eagle—Stone Creek Charter School
- El Paso—Atlas Preparatory School
- Garfield—Roaring Fork School District
- La Plata—Bayfield School District, Ignacio School District No. 11Jt
- Montezuma—Kwiyagat Community Academy
- Montrose—West End School District Re 2
- Weld—Union Colony Preparatory School

# Tailored Pathways



Associate Degree  
**2 year program**



30 Transfer-level  
college credits  
**3 year program**



High School  
Diploma, GED  
**4 year program**

## Licensure-aligned B.A. in Liberal Studies

- 100% job-embedded
- STEM & Science of Reading
- Zoom seminars after work hours
- Dedicated advisor & wellness support
- Praxis/SMCR-aligned prep embedded in curriculum

*Teach at a CO  
charter school*

*Option to pursue  
licensure  
through an  
EPP/alt-cert*



*Solution:* DSST-Reach  
Partnership



# How We Launched the DSST–Reach Partnership

---

- Learned about Reach through the Colorado League + Opportunity Now grant
- Validated sustainability – the tuition pricing is real and transparent
- Started small (7 candidates in our first cohort Fall 2024) = \$1k per participant / per semester
- Dedicated one internal point person + aligned on partnership norms
- Quickly realized this was a low-risk/high reward opportunity for both DSST and our staff

**At this price point, a grant is helpful — but not required.**

# Design to Support Participants

## A Shared Model

---

### What Reach Provides

- Dedicated candidate advisor (proactive advising model)
- Access to tutoring, wellness coaching, academic supports
- Job-embedded coursework applied to school-based roles
- Streamlined employer communication through one point of contact

### What DSST Provides

- Internal DSST Teacher mentors for each participant (stipended role)
- DSST Talent point person to support and career coach (Praxis, licensure steps, etc.)
- Ongoing collaboration with Reach to address participant needs

Four Semesters In



# Four Semesters In: Early Outcomes

---

- 7 participants in Fall 2024 → 14 enrolled in Spring 2026
- 23 total participants since launch
- 2 participants promoted from paraprofessional → Dean of Students
- Majority of current participants on track to graduate in 2028
- Cohort spans paras, deans, campus support, front office

## Participant Experience (Spring 2026 Survey)

- “This program is helping me prepare for long long term success in education.” — **4.75/5**
- 100% plan to continue in Fall 2026
- 100% would recommend Reach to a colleague

# Internal Mobility in Action - Amanda's Story



- Joined DSST as a paraprofessional (2018)
- Enrolled in Reach (Fall 2024)
- Promoted to Dean of Students in Fall 2025

**“I’m 38. Without this pathway, I wouldn’t have pursued my degree. I encourage others to take advantage of this opportunity.”**

# Deepening the Partnership

## *Integrating Reach Into Our Hiring Process*

Embedded  
Reach into  
para job  
descriptions

Trained talent  
team

Strengthen a  
“*from the  
community, for  
the  
community*”  
pipeline.

Word of  
mouth fuels  
recurring  
enrollment

Early learning: Demand outpaced supply

# Where We're Refining the Model

---

- The Reach model is strong – our role is to remove friction
- Exploring protected coursework time during the workday (where feasible)
- Participants want more connection – considering 1–2 cross-cohort gatherings per year
- How to differentiate support based on role (ex: para vs. front office staff)
- Supporting adult learners with proactive time-planning as workload fluctuates
- Calibrating internal mentor supports – helpful, but not always essential

# Why This Partnership Works for DSST

---

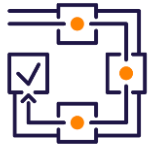
- Clear partnership structures – low lift for our internal team
- Dedicated employer contact (Victoria!) – one point person, highly responsive
- No-debt model removes financial fear for working adults
- Cohort of working professionals – staff feel understood, not out of place
- Flexible design – staff can pause for life events and re-enter seamlessly
- Truly affordable – sustainable even without grant funding

What about *my*  
*school?*



# A Partnership Designed for *You*

1  
•



## Truly Turnkey

We bring the structure, resources, & support—no heavy lift for your team.

2  
•



## Radically Affordable

Employees pay just \$75/month with zero debt for a Bachelor degree.

3  
•



## Build & Strengthen Your Workforce

Job-embedded training grows your staff now & builds your future educator pipeline.

4  
•



## Shared Data, Shared Success

We share actionable data to help you support employees & keep them on track.

# *Undergrad* Admissions & Enrollment

---

**Fall Start:** Apply Feb 2 – May 31, and begin in Aug  
**Spring Start:** Apply Aug–Oct, and begin in Jan

**LIVE** Admissions Information Sessions hosted at  
[events.reach.edu](https://events.reach.edu)

Questions? Email [apply@reach.edu](mailto:apply@reach.edu)

# Let's Connect!



1. Stop by our **booth #4R**
2. Scan the QR Code and **complete the partner interest form** (I'll get in touch with you next week)
3. Share your contact info with me after this presentation
4. Email: [partnerships@reach.edu](mailto:partnerships@reach.edu)

# Turn and Talk

- What's something exciting or that's resonating with you?
- What's a question you're wondering about?



# Questions & Discussion



# Open Q & A

---

Have questions about partnering with Reach?

We'd love to continue the conversation.

- **Scan the QR code** to share your information and connect with our team after the session.
- **Visit us at Booth # 4R**



# Closing



# Stop & Jot

What's one action you're inspired to take after today's presentation?



## *Stay in Touch*

1. Visit us at Booth # 4R
2. Scan the QR code to connect with our team
3. Email us!



---

**Joshalynn Green:** [jgreen@reach.edu](mailto:jgreen@reach.edu)

**Amanda Shaw:** [amanda.shaw@scienceandtech.org](mailto:amanda.shaw@scienceandtech.org)

“  
**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