



**COLORADO**

**Department of  
Higher Education**

**2015 LEGISLATIVE REPORT  
EDUCATOR PREPARATION REPORT AY2013-2014**

**MARCH 2015**

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This report was prepared by the Student Services and Academic Affairs Division at the Colorado Department of Higher Education (DHE) pursuant to the requirements of §23-1-121(6) Colorado Revised Statutes.

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**Commonly utilized acronyms in this report include:**

General:

CDE – Colorado Department of Education  
DHE – Colorado Department of Higher Education

Institutions of Higher Education (Public and Private):

ASU – Adams State University  
CCU – Colorado Christian University  
CC – Colorado College  
CMU – Colorado Mesa University  
CSU – Colorado State University  
CSUP – Colorado State University Pueblo  
FLC – Fort Lewis College  
JIU – Jones International University  
MSUD – Metropolitan State University of Denver  
RU – Regis University  
RMCAD – Rocky Mountain College of Art and Design  
UCB – University of Colorado Boulder  
UCCS – University of Colorado Colorado Springs  
UCD – University of Colorado Denver  
DU – University of Denver  
UNC – University of Northern Colorado  
UP – University of Phoenix  
WSCU – Western State Colorado University

## **I. Overview and Report Summary**

### **Introduction**

Pursuant to §23-1-121(6) Colorado Revised Statutes, the Colorado Commission on Higher Education (CCHE) reports annually to the Education Committees of the General Assembly on enrollment in, graduation rates from, and effectiveness of the review of educator preparation programs at institutions of higher education, both public and private, and designated agencies. This report fulfills this statutory requirement.

This report was completed by a collaborative arrangement between the Colorado Department of Education (CDE) and the Colorado Department of Higher Education (DHE). Utilizing data submitted by the 18 institutions of higher education and the 22 designated agencies that provide alternative educator license pathways, a comprehensive view of the state of educator preparation in Colorado has been developed. Staff from both CDE and DHE compiled and analyzed available data contained within this document.

The report is divided into five primary sections: an analysis of completers of educator preparation programs, data related to student enrollment within IHEs offering educator preparation programs, details regarding the demographic composition of enrollment populations, a review of the reauthorization activities and alignment with national accreditation institutions regarding educator preparation and an evaluation of projected needs and trends impacting the development of educators throughout Colorado. The intent of this report is to provide a general understanding of the current state and future challenges and opportunities impacting educator preparation throughout Colorado.

### **Executive Summary**

Several significant findings are described within the report. These findings include:

- The total number of individuals completing an educator licensing and/or endorsement program at Colorado colleges/universities declined by 5.4% during the 2013-14 academic year. During this span, 2,704 individuals completed an approved educator preparation program at Colorado IHEs and 573 educators completed an alternative educator preparation program.
- Enrollment in educator preparation programs declined by 7.8%, with significant declines in the endorsement/licensure areas of art (-14.5%), social studies (-12.7%) and early childhood education: special education specialist (-9.0%). These trends match national declines educator preparation enrollment.
- The number of students completing programs leading to licensure as secondary math teachers increased by 30 (+40%) in 2013-14. Individuals completing principal licensure increased by 46 (20%) during the same time period.
- Enrollment in educator preparation programs continues to be populated mainly by female candidates (75%) and white/non-Hispanic students (71%). In 2013-14, there was a minor increase in the number of students enrolled who self-identified as multi-racial (non-Hispanic).

## II. Completers

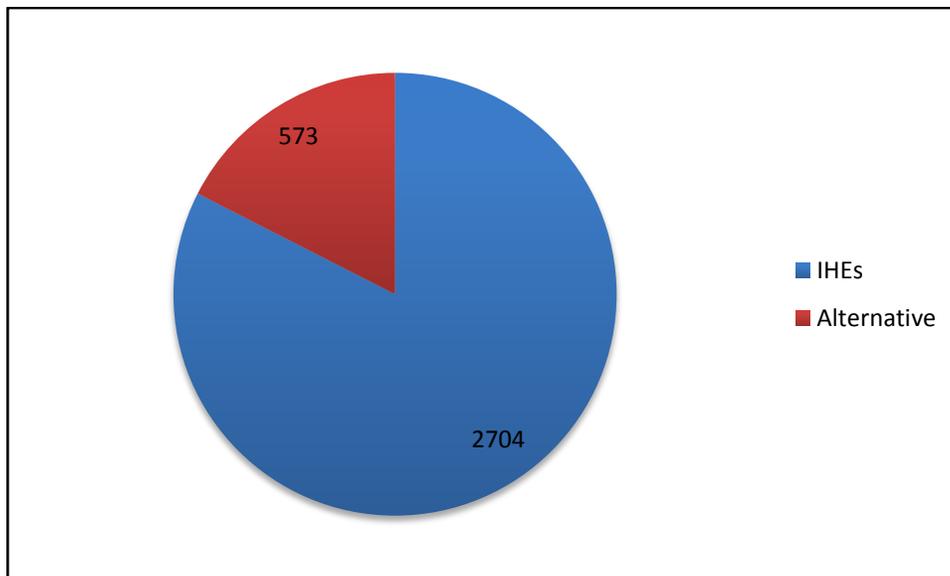
Candidates who complete authorized programs are eligible for educator licensure in Colorado. While there is significant variance between program completion criteria at each individual educator preparation program, the commonalities across all programs include:

- the assurance that program completers are competent in their academic discipline;
- confirmation that program completers are knowledgeable and able to apply appropriate pedagogy within a variety of learning environments; and
- continued assurance that all individuals completing a program are aware and obligated to implement mandated state initiatives regarding educator effectiveness, Colorado Academic Standards and the demonstration of professional dispositions.

DHE and CDE continually review and examine these factors through periodic and regular programmatic review and review of inclusion of these factors within new and revised program proposals submitted by individual institutions of higher education.

### **Institution of Higher Education and Alternative Educator Preparation Program Completers**

Educator preparation program completers originate from one of two conduits as they seek initial licensure within the state of Colorado. Institutions of higher education produced 82.5% of all educator preparation program completers in the 2013-14 academic year, with alternative educator preparation providers comprising the remaining 17.5%. Total numbers of completers is shown below in Figure 1.



**Figure 1 - Total Completers AY 2013-14**

In general, institutions of higher education produce emergent educators that seek employment following the completion of their individual program of study while, in contrast, alternative teacher preparation program candidates complete any required academic and professional preparation while in the employ of a designated school district or agency. A listing of the designated agencies approved by CDE to offer alternative

certification for educator preparation is included below in Table 1. In some instances, the designated agency is located and operated within an institution of higher education.

**Table 1: Alternative Certification Educator Preparation Programs at Designated Agencies**

Designated Agency
Archdiocese of Denver
Boulder Journey School
Centennial BOCES
Colorado Christian University
Colorado State University Pueblo
Denver Public Schools: Denver Teach Today
Denver Public Schools: Denver Teacher Residency
Douglas County School District
Eagle Rock School and Professional Development
East Central BOCES
Friends' School
Metropolitan State University
Metropolitan State University: Special education
Mountain BOCES
Northeast BOCES
Public Education & Business Coalition: Boettcher Teacher Residency
Pikes Peak BOCES
San Luis Valley BOCES
Southeastern BOCES
Stanley British Primary School
University of Colorado Denver: ASPIRE
University of Colorado Colorado Springs
West Central Licensing Program
Western State Colorado University

In total, 3,277 individuals completed educator preparation programs at either institutions of higher education or through Alternative Certification programs in the 2013-14 academic year. The licensure area with the most completers was elementary education with 1,112 completers (33.9% of all completers). Completers in high-need areas, as defined by a demonstrated history of limited numbers of licensed educators in specific fields, include math (170 completers), science (165) and early childhood education (146). A list of institution of higher education program completers for the 2013-14 academic year is included in Table 2, while Table 3 lists the program completers from alternative teacher preparation programs.

**Table 2: IHE Educator Preparation Program Completers by Endorsement/Licensure Areas**

Endorsement/Licensure Area	AY 13-14 Completers	Completers by Institution
Administrator	10	UCD 9; UNC 1
Agriculture and Renewable Natural Resources	9	CSU 9

Art (K-12)	83	CCU 1; CC 1; CMU 2; CSU 8; CSUP 4; MSUD 15; RU 1; RMCAD 20; DU 8; UNC 20; WSCU 3
Business and Marketing Education	2	UP 2
Business Education	6	CSU 3; RU 2; WSCU 1
CLDE Specialist: Bilingual Education	1	UNC 1
Culturally and Linguistically Diverse Education	213	FLC 14; JIU 1; MSUD 22; RU 29; UCB 32; UCCS 3; UCD 47; UNC 65
Drama	9	UNC 9
Early Childhood Education	103	CCU 8; CSU 35; MSUD 18; RU 4; UNC 38
ECE Special Education	18	RU 7; UNC 11
ECE Special Education: Specialist	35	RU 2; UCD 22; UNC 11
Elementary Education	905	ASU 5; CCU 36; CC 10; CMU 32; CSUP 47; FLC 26; JIU 9; MSUD 136; RU 71; UCB 55; UCCS 28; UCD 54; DU 47; UNC 296; UP 20; WSCU 33
English Language Arts	191	CCU 8; CC 3; CMU 5; CSU 31; CSUP 10; FLC 5; JIU 1; MSUD 40; RU 7; UCB 28; UCCS 9; UCD 13; DU 10; UNC 12; UP 3; WSCU 6
Family and Consumer Studies	3	CSU 2; CSUP 1
Foreign Language	36	CMU 1; CSU 8; CSUP 3; FLC 1; JIU 1; MSUD 6; UCB 3; UCCS 1; UCD 2; DU 1; UNC 8; WSCU 1
Gifted Education Specialist	10	RU 1; UCCS 2; UNC 7
Instructional Technology Specialist	8	CSUP 4; UCD 4
Instructional Technology Teacher	5	CCU 1; CSUP 3; UCD 1
Marketing	1	CSU 1
Mathematics	105	ASU 1; CCU 2; CC 2; CMU 5; CSU 18; CSUP 9; FLC 1; MSUD 14; RU 5; UCB 11; UCCS 4; UCD 9; DU 3; UNC 17; UP 1; WSCU 3
Music (K-12)	118	ASU 3; CCU 1; CC 1; CMU 3; CSU 19; CSUP 5; FLC 4; MSUD 19; UCB 19; DU 6; UNC 37; WSCU 1
Physical Education	71	ASU 2; CCU 1; CMU 9; CSUP 18; FLC 1; MSUD 16; UNC 21; WSCU 3
Principal	277	CMU 7; JIU 2; RU 49; UCCS 3; UCD 35; DU 89; UNC 54; UP 28; WSCU 12
Reading Specialist	27	RU 24; UCCS 1; WSCU 2
Reading Teacher	39	RU 3; UCB 12; UCD 23; WSCU 1
School Librarian	5	UCD 5
Science	124	CC 2; CMU 3; CSU 24; CSUP 2; FLC 1; MSUD 11; RU 8; UCB 12; UCCS 12; UCD 10; DU 11; UNC 20; UP 5; WSCU 3
Social Studies	193	ASU 3; CCU 3; CC 1; CMU 6; CSU 33; CSUP 4; MSUD 39; RU 6; UCB 6; UCCS 14; UCD 16; DU 10; UNC 27; UP 18; WSCU 7
Special Education Director	8	UNC 8

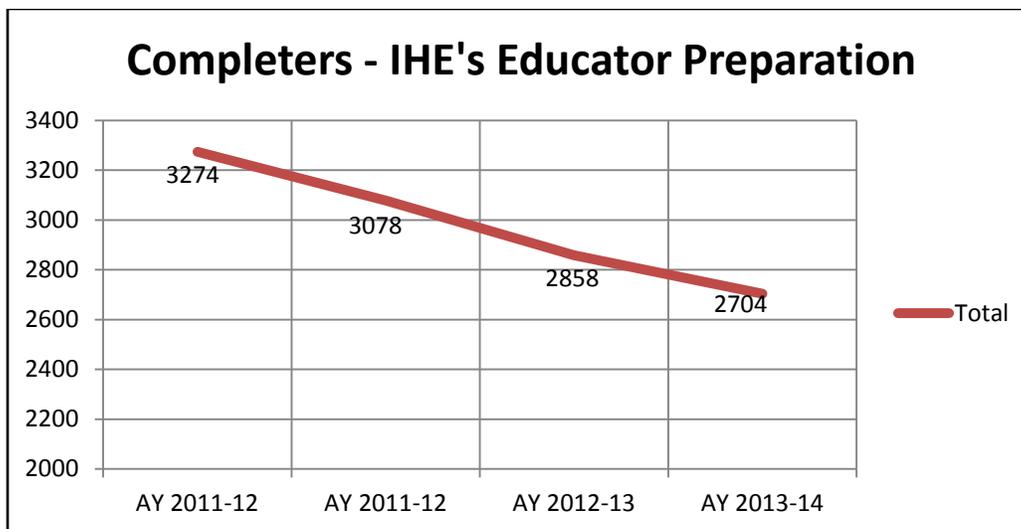
Special Education Generalist	203	CCU 8; CMU 2; CSUP 11; MSUD 48; RU 9; UCB 1; UCCS 16; UCD 17; UNC 76; WSCU 15
Special Education Specialist: General	1	RU 1
Special Education Specialist: Deaf/Hard of Hearing	4	UNC 4
Special Education Specialist: Visually Impaired	2	UNC 2
Speech	2	RU 2
Teacher Librarian (requires 1 or more years of teaching experience)	5	UCD 5
Technology Education (previously Industrial Arts)	5	CSU 4; RU 1
Undeclared or Unknown	2	JIU 2
<b>Grand Total</b>	<b>2704</b>	

**Table 3: Alternative Educator Preparation Program Unduplicated Completers  
by Endorsement/Licensure Areas**

<b>Designated agency</b>	<b># of completers</b>	<b>Licensure Area</b>
Archdiocese of Denver	18	Elem. 6; ECE 4; Art 2; Math 2; Foreign Language 2; Music 1; Science 1
Boulder Journey School	26	ECE 26
Centennial BOCES	19	Elem. 6; Math 4; PE 2; Foreign Language 2; Business 1; ECE 1; English 1; Library 1; Science 1
Colorado Christian University	25	Special Education 7; Elem. 5; ECE 4; English 3; Math 2; Art 1; Technology 1; PE 1; Social Studies 1
Colorado State University Pueblo	7	Special Ed. 4; Math 2; Science 1
Denver Public Schools: Denver Teach Today	9	Special Ed. 6; Elem. 3
Denver Public Schools: Denver Teacher Residency	68	Elem. 38; Math 11; Special Education 10; Science 8; Other 1
Douglas County School District	10	Elem. 3; Special Ed. 3; Drama 1; Health 1; Technology 1; Music 1
Eagle Rock School and Professional Development	3	Math 1; PE 1; Science 1
East Central BOCES	7	Elem. 2; Science 2; Art 1; English 1; Music 1
Friends' School	31	ECE 2; Elem. 29
Metropolitan State University	20	Elem. 9; English 2; Technology 2; Music 2; Foreign Language 2; Math 1; PE 1; Social Studies 1
Metropolitan State University: Special Education	27	Special Education 27
Mountain BOCES	20	Elem. 10; Math 4; English 2; Art 1; Business 1; Technology 1; PE 1
Northeast BOCES	5	Agriculture 1; ECE 1; English 1; Math 1; Science 1
Public Education & Business Coalition: Boettcher Teacher Residency	26	Elem. 14; Math 4; English 3; Science 3; PE 1; Social Studies 1
Pikes Peak BOCES	30	Elem. 8; Math 4; Special Education 4; Art 3; English 3; PE 2; Science 2; Foreign Language 2; Music 1; Social Studies 1
San Luis Valley BOCES	6	Math 2; Art 1; Elem. 1; English 1; Science 1
Southeastern BOCES	10	Social Studies 3; English 2; Science 2; Art 1; Math 1; PE 1
Stanley British Primary School	38	Elem. 33; ECE 5
University of Colorado Denver: ASPIRE	139	Elem. 37; English 27; Math 21; Special Education 20; Science 15; Social Studies 6; Foreign Language 6; PE 2; Agriculture 1; Art 1; Business 1; Drama 1; Other 1
University of Colorado - Colorado Springs	15	English 7; Math 2; Science 2; Social Studies 2; Foreign Language 2
West Central Licensing Program	4	Elem. 3; English 1
Western State Colorado University	10	Special Ed. 4; English 2; Math 2; Foreign Language 1; Science 1
<b>Total</b>	<b>573</b>	

## Completer Analysis and Trends

Comparative data from previous years of completers of the alternative educator preparation programs is not currently available, but historical data derived from completers at institutions of higher education does provide an avenue of contextual analysis regarding the trends of the number of educators being prepared in Colorado. For the fourth consecutive year, the total number of educator preparation completers from Colorado institutions of higher education has declined. Since the 2011-12 academic year, the total number of completers has declined 17.4% (see Figure Two).



**Figure 2 – Colorado IHE Completers 2011-2014**

This trend mirrors national patterns, as the total number of educator preparation program completers continues to decline throughout the United States (USDOE, 2013).

Specific teaching and administrative areas show some fluidity in terms of the numbers of completers in Colorado during the last three years. Elementary education remains the most popular endorsement area (34.5%) and the total numbers of completers in other endorsement areas continue to fluctuate. Significant numbers of educators continue to complete programs leading to principal licensure (277 in the 2013-14 AY) and 213 already-licensed educators or candidates in other programs added culturally and linguistically diverse (CLD) endorsements. Relatively low numbers of completers can be found in world language (36), math (105), science (124) and early childhood education (103) – all of which continue to be areas of high demand for school districts due to the limited number of licensed educators in these fields. Figure 4 highlights this variance.

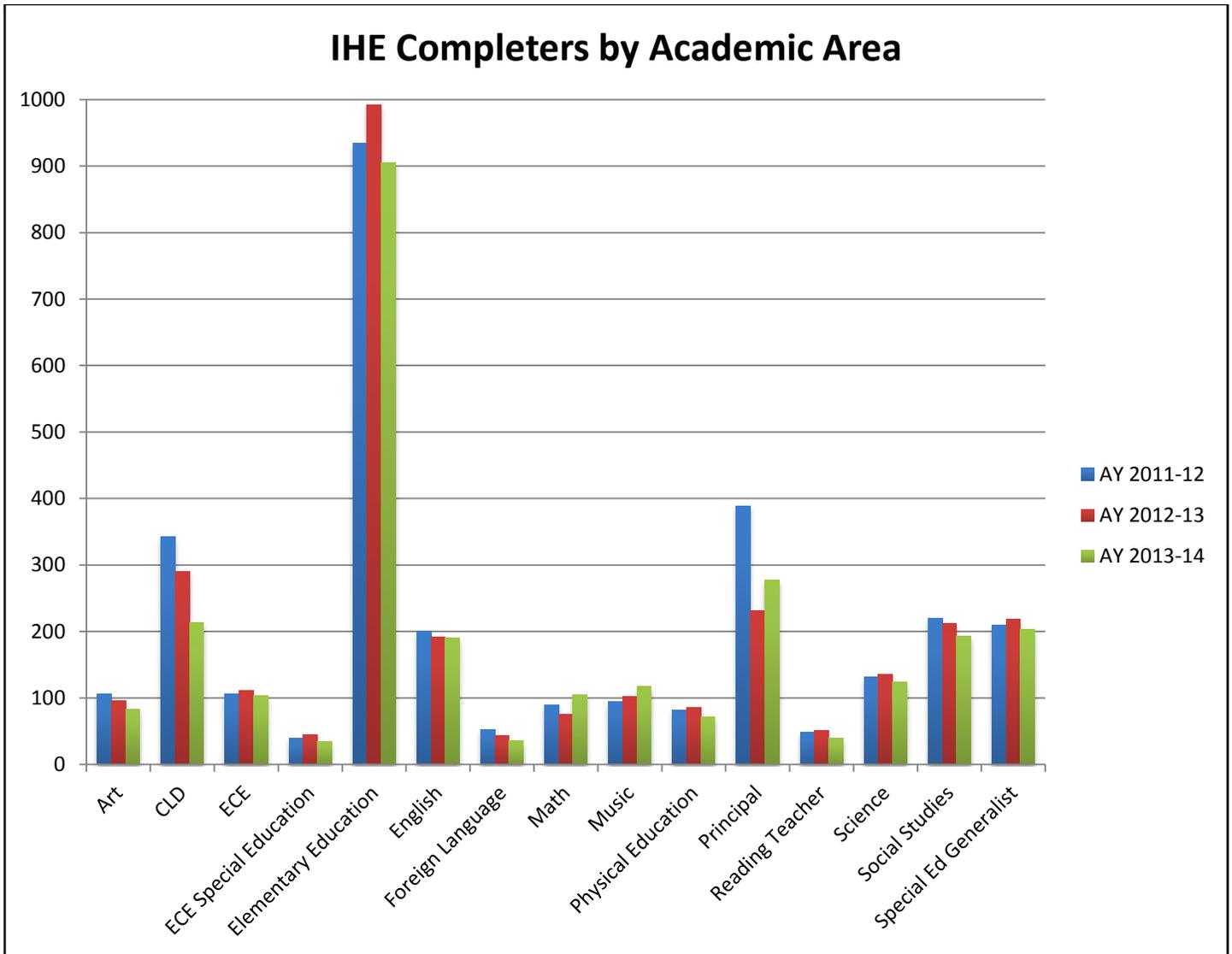


Figure 4 - IHE Completers by Area (minimum 30 completers in 2013-14 AY)

### III. Enrollment

Enrollment in Colorado institutions of higher education-based educator preparation programs declined by 7.5% in the 2013-14 academic year, continuing a trend of decreased enrollments annually since 2011. Table 4 provides both cumulative enrollment figures and individual enrollments for the 18 institutions that included at least one program completer during the 2013-14 academic year.

**Table 4: Program Enrollments by Institution, 2010-14**

<i>Institution</i>	<i>2010</i>	<i>2011</i>	<i>2012</i>	<i>2013</i>	<i>2014</i>	<i>Change 2013- 2014</i>
Adams State University <sup>1</sup>	486	473	378	314	246	-21.7%
Colorado Christian University	227	245	214	209	195	-6.7%
Colorado College	62	59	55	42	43	+2.4%
Colorado Mesa University	364	219	257	260	200	-23.1%
Colorado State University	772	879	795	576	868	+50.7%
Colorado State University - Pueblo	387	411	367	325	280	-13.9%
Fort Lewis College	219	227	180	170	180	+5.9%
Jones International University	121	125	135	79	44	-44.3%
Metropolitan State University of Denver <sup>2</sup>	1868	1931	2001	1913	1770	-7.5%
Regis University <sup>4</sup>	907	1139	732	869	706	-18.8%
Rocky Mtn. Coll. Art & Design	55	59	47	40	20	-50.0%
University of Colorado Boulder	871	694	823	786	712	-9.4%
University of Colorado Colorado Springs	426	351	458	713	655	-8.1%
University of Colorado Denver	1339	1255	990	866	864	-0.2%
University of Denver <sup>5</sup>	174	213	329	350	239	-31.7%
University of Northern Colorado	3770	3986	3689	3498	3222	-7.9%
University of Phoenix <sup>3</sup>	782	746	431	289	195	-32.5%
Western State Colorado University	140	111	122	88	98	+11.4%
<b>Grand Total</b>	<b>12950</b>	<b>13103</b>	<b>11987</b>	<b>11387</b>	<b>10537</b>	<b>-7.5%</b>

<sup>1</sup>2013 data includes students enrolled as part of the Colorado Boettcher Teacher Residency Program.

<sup>2</sup>2013 enrollment data includes student enrollment within the post-baccalaureate ALP program.

<sup>3</sup>University of Phoenix did not report all Elementary Education enrollees in 2009.

<sup>4</sup>2013 enrollment data includes students within the post-baccalaureate archdiocese education program.

<sup>5</sup>University of Denver 2013 enrollment data includes students enrolled as part of the Denver Teacher Residency Program.

### **Institution of Higher Education–Based Undergraduate, Post-Baccalaureate, and Graduate Enrollments**

While some institutions focus on the undergraduate population, other colleges/universities offer post-baccalaureate and graduate entry points into the education professions. This varied approach is beneficial to both the institutions and the student population, as it provides multiple avenues towards teacher licensure and a career in education. A list of the enrollments at the various levels for each institution is listed in Table 5.

**Table 5: Program Enrollments for all Endorsement/Licensure Areas by Level by Institution, 2013-14**

<b>Institution</b>	<b>Undergraduate</b>	<b>Post-Baccalaureate</b>	<b>Graduate</b>	<b>Grand Total</b>
Adams State University	149	31	66	246
Colorado Christian University	173	22	--	195
Colorado College	4	--	39	43
Colorado Mesa University	138	9	54	200
Colorado State University	638	212	18	868
Colorado State University - Pueblo	194	49	40	280
Fort Lewis College	153	29	--	180
Jones International University	--	--	44	44
Metropolitan State University of Denver	1213	357	221	1770
Regis University	219	27	460	706
Rocky Mtn. Coll. Art & Design	20	--	--	20
University of Colorado Boulder	373	94	255	712
University of Colorado Colorado Springs	417	--	238	655
University of Colorado Denver	74	35	755	864
University of Denver	--	--	239	239
University of Northern Colorado	2445	54	729	3222
University of Phoenix	72	--	123	195
Western State Colorado University	20	--	78	98
<b>Grand Total</b>	<b>6301</b>	<b>884</b>	<b>3363</b>	<b>10521</b>
<b>% Grand Total</b>	<b>59.99%</b>	<b>8.42%</b>	<b>32.02%</b>	

**Institution of Higher Education–Based Enrollment by Licensure/Endorsement Area over the Last Five Years**

Changes in the enrollment population in the various license and endorsement areas continue to have an impact on Colorado’s education environment. In nearly all areas where enrollments exceed 100 students during the 2013-14 academic year, there has been a decline in the number of students enrolled in specific areas. This is most dramatically seen in the areas of culturally and linguistically diverse education (reduction of 182 students), elementary education (-279), social studies (-109) and special education specialist endorsements (-109). In contrast, some progress has been made in traditional areas of high demand including science (+12), technology education (+12) and principal licensure programs (+57). Total numbers of students segregated by endorsement area shows similar total numbers as previous years, indicating that some students are enrolled in multiple licensure/endorsement programs simultaneously. Table 6 includes all endorsement and licensure areas with their corresponding enrollments.

**Table 6: Institution of Higher Education-Based Programs Enrollments  
by Endorsement/Licensure Areas, 2010-2014<sup>1</sup>**

<b>Endorsement/Licensure Area</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>Change 2013-2014</b>
Administrator	61	53	20	25	29	+16.0%
Agriculture and Renewable Natural Resources	18	24	25	29	53	+82.8%
Art (K-12)	389	402	382	338	289	-14.5%
Business and Marketing Education	34	15	8	1	4	+300.0%
Business Education	30	28	16	21	17	-19.0%
CLDE Specialist: Bilingual Education	42	34	36	21	4	-81.0%
Culturally and Linguistically Diverse Education	1204	1165	1091	1152	970	-15.8%
Drama	72	59	63	59	70	+18.6%
Early Childhood Education	537	662	659	576	590	+2.4%
ECE Special Education	91	114	99	106	85	-19.8%
ECE Special Education: Specialist	180	198	179	210	191	-9.0%
Elementary Education	4213	4072	3801	3533	3254	-7.9%
English Language Arts	931	1001	778	771	726	-5.8%
Family and Consumer Studies	34	45	28	23	31	-34.8%
Foreign Language	222	234	228	180	169	-6.1%
Gifted Education Specialist	59	51	46	35	31	-24%
Instructional Technology Specialist	26	20	35	36	30	-16.7%
Instructional Technology Teacher	28	50	52	26	23	-50%
Marketing Education	--	--	--	--	1	--
Mathematics	470	505	424	449	428	-4.7%
Music (K-12)	430	511	578	571	572	+0.1%
Physical Education	398	371	337	281	245	-12.8%
Principal	926	768	858	762	819	+7.5%
Reading Specialist	--	21	59	90	61	-32.2%
Reading Teacher	252	221	170	165	149	-9.7%
School Librarian	96	144	34	18	11	-38.9%
Science	536	539	498	470	482	+2.6%
Social Studies	973	1189	978	859	750	-12.7%
Special Education Director	53	58	46	44	44	--
Special Education Generalist	1342	1379	1187	1203	1094	-9.1%
Special Education Specialist	8	8	3	1	4	+300.0%
Special Education Specialist: Deaf/Hard of Hearing	36	39	24	22	16	-27.3%
Special Education Specialist: Visually Impaired	51	40	7	7	8	+14.3%
Speech	10	22	22	14	9	-35.7%
Teacher Librarian (requires 1 or more years of teaching experience)	71	51	29	14	9	-35.7%
Technology Education (previously Industrial Arts)	4	4	7	9	21	+57.1%
Undeclared or Unknown	13	13	1	19	3	-84.2%
<b>Grand Total</b>	<b>12950</b>	<b>13103</b>	<b>11987</b>	<b>11227</b>	<b>11292</b>	<b>0.6%</b>

<sup>1</sup>Enrollment numbers include students enrolled in more than one endorsement/licensure area during the 2013-14 academic year

#### IV. Demographics

The students enrolled in educator preparation programs continue to show stability in terms of age dispersion, ethnicity and gender throughout the state of Colorado. In general, Colorado’s emerging teaching and educational administrative work force tends to be young, female and white/non-Hispanic. One important factor to note, however, is that this demographic data only includes those students enrolled in educator preparation programs at colleges/universities within the state of Colorado. Demographic data from the alternative certification and licensure programs is not available, and not included.

#### Gender

As seen in Table 7, more than three-quarters (75.65%) of all students enrolled in an educator preparation program are female. As a percentage, the number of male teachers has increased during the last five years, but the increase has been minimal and, when evaluated with the decrease in the total numbers of students enrolled in educator preparation programs, reflects a decrease of 78 male teachers from the previous academic year. A complete breakdown of the gender demographics with students enrolled in educator preparation programs is shown in table six.

**Table 7: Institution of Higher Education-Based Educator Preparation Program Enrollments For All Endorsement/Licensure Areas by Gender, 2009-2014**

<b>Gender</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
Female	8418 76.10%	9852 76.08%	9992 76.26%	9143 76.27%	8613 76.72%	7946 75.65%
Male	2639 23.86%	3087 23.84%	3103 23.68%	2828 23.59%	2601 23.17%	2523 24.02%
Unknown	8 0.07%	13 0.10%	12 0.09%	23 0.19%	14 0.12%	35 0.33%
<b>Grand Total</b>	<b>11062</b>	<b>12950</b>	<b>13103</b>	<b>11987</b>	<b>11227</b>	<b>10504</b>

#### Ethnicity

Ethnic diversity among candidates remained static during the 2013-14 academic year. While there was a minor increase in the numbers of students identifying as multi-racial (non-Hispanic), the majority of the candidates self-identified as white (non-Hispanic). Table 8 provides additional detail regarding the race and ethnicities of candidates.

**Table 8: Institution of Higher Education-Based Educator Preparation Program Enrollments For All Endorsement/Licensure Areas by Race and Ethnicity, 2011-2014**

Federal Race and Ethnicity Categories	2011	2012	2013	2014	Percentage 2014
Asian	204	189	164	160	1.52%
Black or African American, non-Hispanic	266	253	224	204	1.94%
Hawaiian or Pacific Islander	13	16	12	12	0.11%
Hispanic <sup>1</sup>	1261	1315	1329	1218	11.60%
Native American or Alaskan Native	116	106	92	74	7.05%
Unknown Ethnicity	1727	1395	1279	1001	9.53%
White, non-Hispanic	9384	8538	7924	7575	72.12%
More than one race/ethnicity (non-Hispanic)	128	180	207	227	2.16%
Non-Resident Alien	24	30	35	33	0.31%
<b>Grand Total</b>	<b>13103</b>	<b>11987</b>	<b>11227</b>	<b>10504</b>	

<sup>1</sup> Under the new federal categories, “Hispanic” is prioritized over other categories. That is, if an individual claims “Hispanic” ethnicity, they cannot claim any other category. That is why “More than one race or ethnicity” is for non-Hispanics only.

### Age

The majority (78.2%) of candidates are under the age of 35. This pattern has been consistent since 2009. Inclusion of demographic data from alternative licensure programs would likely result in an increase in the numbers of students in the 35+ stratum, but this data is not currently available. Table 9 provides detail regarding the age of students enrolled in educator preparation programs in Colorado during the 2013-14 academic year.

**Table 9: Institution of Higher Education-Based Educator Preparation Program Enrollments For All Endorsement/Licensure Areas by Age, 2009-2014**

Age	2009	2010	2011	2012	2013	2014
24 years or younger	<b>5087</b> 45.99%	<b>5487</b> 42.37%	<b>5887</b> 44.93%	<b>5732</b> 47.82%	<b>5441</b> 48.46%	<b>4989</b> 47.50%
25-34 years	<b>3513</b> 31.76%	<b>4358</b> 33.65%	<b>4283</b> 32.69%	<b>3803</b> 31.73%	<b>3499</b> 31.17%	<b>3269</b> 31.12%
35+ years	<b>2638</b> 23.85%	<b>3323</b> 25.66%	<b>3163</b> 24.14%	<b>2631</b> 21.95%	<b>2465</b> 21.96%	<b>2246</b> 21.38%
<b>Grand Total</b>	<b>11062</b>	<b>12950</b>	<b>13103</b>	<b>11987</b>	<b>11227</b>	<b>10504</b>

Note: Some students are in more than one age bracket because they had birthdays at some point during the academic year that moved them from one age bracket to the next. The Grand Total, however, reflects the number of unduplicated students.

The age demographics of educator preparation differ from the total population of students enrolled at four-year institutions, as they tend to be older. For students in all programs within Colorado four-year colleges and universities, 89.22% (140,212 of 155,407) of students are under 35 years of age, compared to 78.62% in

educator preparation. Further, educator preparation is comprised of 31.12% of students in the 25-34 age group, a number approximately 10% higher than the general population of 25-34 year old students enrolled in four year institutions (21.79%) in Colorado.

## **V. Reauthorization and Programmatic Approval**

A central commitment of the collaboration between CDE and DHE is to provide structured feedback to the various IHE's involved in educator preparation through the process of reauthorization. As stipulated in 23-1-121(4)(a)(I),C.R.S., the Colorado Commission on Higher Education and DHE, in conjunction with the State Board of Education and CDE, are required to review all educator preparation programs not more frequently than once every five years to ensure the programs meet the statutory requirements for reauthorization.

In addition to on-campus reauthorization site visits, both CDE and DHE review all new proposals related to educator preparation submitted by institutions. Upon successful review by CDE and DHE staff, individual program proposals are submitted for approval by both the State Board of Education and the Colorado Commission on Higher Education.

### **Reauthorization**

During the 2014 calendar year, the following institutions underwent educator preparation reauthorization review:

- Jones International University
- Fort Lewis College
- University of Colorado Colorado Springs

In all instances, review teams are comprised of academic experts in the field of educator preparation, individuals familiar with k-20 education within the state of Colorado and, when possible, a local k-12 practitioner from a partner district associated with the institutions being reviewed. Each reauthorization visit coincided with accreditation visits from national accreditation agencies to reduce or eliminate duplicative reporting.

### **Programmatic Approval**

During the 2014 calendar year, the following new programs were approved:

- Administrator Educator Preparation Program at Adams State University
- Principal Licensure at Colorado State University - Global Campus
- Reading Teacher and Reading Specialist Endorsements at Colorado College
- Culturally and Linguistically Diverse Education Endorsement at Colorado Mesa University
- School Social Worker Endorsement at Metropolitan State University of Denver

## **VI. Areas of Focus and Recommendations**

In 2015, DHE and CDE will embark on various initiatives designed to support educator preparation programs and educators throughout Colorado. These initiatives center on: modifying and aligning licensure rules and processes within CDE, enhancing the teacher pipeline in rural regions of the state and supporting existing initiatives such as concurrent enrollment and educator effectiveness.

### **Areas of Focus**

The Professional Services and Educator Licensing division of CDE began the task of analyzing and aligning the current rules established with licensure in 2014. Through collecting and analyzing stakeholder feedback and public commentary, the division is progressing with potential modifications that will result in a more streamlined licensing experience for both new and existing educators. This process will continue through 2015 with possible conclusion in 2016.

Supporting the recruitment and retention of educators within rural school districts in Colorado will be an area of focus for the Student Success and Academic Affairs division of DHE in 2015. Through strategic collaboration with local organizations (e.g., BOCES and CASPA), educator preparation stakeholders will develop strategies to connect emerging educators to rural districts around the state. It is hoped that stronger pipelines connecting educators and these rural districts will result in a more robust and stable educator workforce in all regions of the state.

Concurrent enrollment programs, college courses that allow high school students to earn both high school and college course credit simultaneously, currently exist within 95% of all school districts in Colorado. Yet, the number of high school teachers who meet the academic requirements to teach concurrent enrollment (usually a master's degree in the discipline being taught) remains limited. To increase the number of teachers qualified to teach concurrent enrollment courses, DHE is currently engaged in securing external funding to support the development of these educators through collaboration with the Concurrent Enrollment Advisory Board at CDE.

### **Recommendations**

Continued collaboration and communication with school district leadership, including Human Resource Directors, should be continued to ensure alignment between educator preparation programs and the needs of local districts. IHE programmatic modification should continue to be reviewed by both CDE and DHE to align with national trends regarding outcome-based assessments, multi-disciplinary curriculum design and instruction and adherence to district needs regarding endorsement in high-need areas.

### **References:**

- Colorado Department of Higher Education (2014). *Annual Report on Concurrent Enrollment*. CDHE: Denver, CO.
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