



## Teaching Career Pathway

State law (SB 21-185) calls for the design of an educator career pathway, a set of coursework and experiences leading to educator licensure, no later than the 2022-23 academic year for prospective educators to enter the profession. This is in addition to already existing pathways which include traditional and alternative educator preparation programs. Our vision is to create an innovative pathway that offers opportunities for diverse prospective candidates to complete preparation programs in four years or less; have early, intensive, and meaningful work-based experiences; and receive holistic wraparound supports that spur long-term retention in the field. This pathway also provides the backbone for the Teacher Recruitment Education and Preparation program, which was also created in the same bill. The [TREP program](#) creates the opportunity for qualified students in a teaching career pathway to concurrently enroll in postsecondary courses for the two years after the 12<sup>th</sup>-grade year.

---

### Pathway Requirements

- ✚ Must connect school districts, local district colleges, community colleges, and four-year institutions of higher education with adult programs
  - ✚ Must be aligned with performance-based teacher licensing standards
  - ✚ Must include secondary, adult education, and postsecondary education options, with a nonduplicative, clearly articulated course progression from one level of instruction to the next, with opportunities to earn postsecondary credits, maximize credit for prior learning, and secure educator licensure
  - ✚ Must include academic and career counseling services; best practices in wraparound support services, particularly at transition points along the teaching career pathway; and support and development of individual career and academic plans
  - ✚ Must include curriculum and instructional strategies that are appropriate for adult students and that embed learning and skill-building in a work-related context
  - ✚ May allow a student to earn income while progressing along the career pathway
  - ✚ The Department of Education shall direct each school district to publicize the teaching career pathway on its website and social media and the Department of Higher Education shall direct each community college campus and four-year institutional campus to publicize the teaching career pathway on its website and social media
- 

### Educator Pathway Working Group

The working group is comprised of colleagues from the Colorado Department of Education, the Colorado Department of Higher Education, the Colorado Community College System, four-year institutions, TEACH Colorado and district partners. Meetings are ongoing with an initial focus on the pathway's curriculum, followed by work on a system of holistic wraparound supports, then continued refinement of the pathway in subsequent years.

# Educator Pathway Coursework

## Early Childhood Educators:

- **ECE1011: Intro to ECE**
- **ECE2101: Working with Families & Communities**
- **ECE2381: Child Growth & Development**

## All Other Licensure Areas:

- **EDU2211: Intro to Education**
- **EDU2341: Multicultural Education**
- **PSY2440: Human Growth & Development OR PSY2441: Child Development**

## All Licensure Areas:

- **EDU2088: Practicum II**
- **EDU2611: Teaching, Learning, & Technology**

## All Licensure Areas:

- ART1110: Art Appreciation **OR** MUS1020: Music Appreciation **OR** THE1005: Theater Appreciation **OR** DAN1025 Dance Appreciation (GT-AH1) **OR** PHI1012: Ethics
- ENG1021: English Composition I (GT-CO1)
- ENG1022: English Composition II (GT-CO2)
- GEO1005: World Regional Geography **OR** GEO1006: Human Geography (GT-SS2)
- HIS1210: US History to Reconstruction **OR** HIS1220: US History Since Civil War (GT-HI1)
- LIT1015: Intro to Literature (GT-AH2) **OR** LIT2055: Children's Literature (GT-AH2)
- POS2020: Introduction to Political Science **OR** POS1011: American Government (GT-SS1)
- Any 2 GTSC-1 **OR** Any GTSC-1 + GTSC-2

## Mathematics Courses Defined by Licensure Area:

- Early Childhood Education: MAT1240: Mathematics for the Liberal Arts
- Elementary Education: MAT1260: Intro to Stats **OR** MAT1220/1230: Integrated Math 1-2
- Secondary Humanities: MAT1260: Intro to Stats
- Secondary Math: MAT2410: Calculus I
- Secondary Science: MAT1260: Intro to Stats **OR** MAT1340: College Algebra
- K-12 Fine Arts: MAT1260: Intro to Stats
- SPED: MAT1240: Mathematics for the Liberal Arts **OR** MAT1220/1230: Integrated Math 1-2

\*The image above shows the full slate of courses that TREP candidates complete. The suggested progression for candidates is to complete the courses in red during the 12<sup>th</sup>-grade year to gain experience in education coursework, then continue with all remaining courses in subsequent years before transferring to an educator preparation program at a four-year institution. However, all pathway courses are available to candidates to complete as best fits their situation and course availability through a CCCS partner.

## Frequently Asked Questions

### What is the TREP program?

- The Teacher Recruitment Education and Preparation program was created by SB 21-185. TREP allows qualified students in a teaching career pathway to concurrently enroll in postsecondary courses for the two years after the 12<sup>th</sup>-grade year. Its objectives are:
  - To increase the number of students who enter the teaching profession.
  - To increase the percentage of students who participate in postsecondary education preparation programs, especially among low-income and traditionally underserved populations.
  - To create a more diverse teacher workforce to reflect the ethnic diversity of the state.
  - To decrease the amount of time required for a student to complete a postsecondary educator preparation degree or certificate.
  - To increase the opportunities to participate in the teaching career pathway.

### What makes a student eligible to participate in TREP?

- Please see the [TREP Guidelines](#), recommended by the Concurrent Enrollment Advisory Board and approved by the Colorado State Board for Community Colleges and Occupational Education, for detailed information about student eligibility, LEP/IHE responsibilities, and other important information.

### When do students begin taking their coursework?

- Generally, students enrolling in TREP are nominated by their district, then take the slate of courses in a 5<sup>th</sup> and 6<sup>th</sup> year of high school. Students would need to complete at least one of the courses in the pathway during their 12<sup>th</sup> grade year to be eligible for the program. Please note that students could take concurrent enrollment courses starting as early as ninth grade and could complete the pathway prior to the 5<sup>th</sup> or 6<sup>th</sup> years, ultimately shortening their overall program. Upon completion of all these courses, TREP funding would no longer be available to the students.

#### **Who pays for students to take the coursework?**

- Students in the TREP program are eligible to have their coursework paid through funding from SB 21-185. State funding goes to the local educational agency (LEA) and from there to the institution through which the concurrent enrollment courses are offered. In short, candidates take classes tuition-free; books, fees, etc. may not be covered. Students should consult their school to determine if funds are available for books and fees.

#### **At which institutions can candidates take pathway courses?**

- Courses can be taken at any Colorado institution of higher education, though this pathway lends itself to matriculation through the Colorado Community College System. Course offerings vary at each CCCS school, but efforts are underway to ensure that all students who want to pursue this educator pathway have equitable access to courses no matter where they are in the state. A student can take pathway courses at a four-year institution with an approved educator preparation program, however, according to the Concurrent Enrollment Act, the courses would need to be offered at the community college tuition rate. They would also need to be the equivalent of the CCCS course(s) in the pathway. It is up to a particular institution to decide based on its policies and course offerings.

#### **How is this program different from already approved State Transfer Articulation Agreements (STAA)?**

- Statewide Transfer Articulation Agreements are negotiated pathways for students to earn an associate degree, followed by a bachelor's degree, in each discipline or program area. STAAs enable students to graduate from a two-year college with an associate degree with designation, enroll with junior status at a four-year institution, and complete a bachelor's degree in the same programmatic area in no more than 60 additional credits. This pathway does not replace those STAAs, rather it provides a funding mechanism for students to start on a pathway toward becoming a teacher and a starting point for maximally transferable coursework that will lead to most, if not all, four-year institutions with educator preparation programs.

#### **Can students take pathway courses in any order?**

- For candidates in TREP, we suggest that the EDU/ECE/PSY courses (except for EDU261) are taken early in the progression, allowing candidates to immediately experience education coursework and concepts, and providing them with real-world experience in their chosen career path. However, students can begin to take concurrent enrollment courses as early as ninth grade and could complete this set of courses before those "extra" years, accelerating their overall degree program.

#### **How many credit hours will students earn on this pathway?**

- The total number of credit hours ranges from 44-50 depending on the candidate's licensure area choice (early childhood, elementary, secondary, etc.). Once these courses are completed, candidates can transfer to a Colorado four-year institution to complete a specific educator preparation program.



**COLORADO**  
Department of Education

**TEACH**  
COLORADO.ORG

## For More Information

Sam Fogleman, Educator Preparation Pathways Specialist: [Sam.Fogleman@dhe.state.co.us](mailto:Sam.Fogleman@dhe.state.co.us)

Colorado Department of Higher Education <https://highered.colorado.gov/>

Colorado Rises: Advancing Education and Talent Development <http://masterplan.highered.colorado.gov/>

1600 Broadway, Suite 2200  
Denver, CO 80202

(303) 862-3001