COLORADO
Department of Education

Educator Shortage Survey 2026-27

Survey Preview

In accordance with HB 17-1003, the Colorado Department of Education and the Colorado Department of Higher Education submitted an action plan regarding Educator Shortages to the Colorado Legislature. In that plan, CDE and CDHE are tasked with providing legislators and the public information about the educator shortages across Colorado. This data is also required by the United State Department of Education for annual submission to meet the requirements for Federal benefits (34 CFR 682.201(q), 34 CFR 674. 53(c), 34 CFR 686). Thank you very much for your time and support. Please start with the survey now by clicking on the >> button below.



Respondent Information

Respondent Information

- First and Last Name: _____
- Position: _____
- Email Address: _____

Are you responding for a District, BOCES, or Facility School?

- District
- BOCES Facility School

Select your District/BOCES
[drop-down menu]

COLORADO
Department of Education

Information on Education Shortage Reporting

To reduce data burden, the Educator Shortage Survey is now shorter!

Beginning in 2026-27, CDE will use existing reporting where possible to calculate educator shortages.

Summary of New Reporting Methods for Educator Shortage

- LEAs will submit the **Educator Shortage Survey** to indicate:
  - **Openings** (total positions to hire) - number of positions, in FTE, needed to hire before the beginning of the school year, such as filling vacancies left by educators who left the previous school year or newly created positions to hire.
  - **Unfilled** positions - subset of openings that remained unfilled for the school year.
- LEAs will use **employment status code** on the staff assignment interchange to indicate:
  - Contracted services for Special Education teachers or Special Services Providers (SSPs) – *employment status code 23 Contracted Services*
  - PERA Retirees – *employment status code 30 PERA Retiree*
- CDE will cross-reference staff data with educator licensure data to calculate:
  - Long-term Substitutes
  - Alternative licensure candidates
  - Emergency candidates
  - Temporary Educator Eligibility (TEE) candidates
  - Teacher of Record candidates
  - Teacher Apprentice candidates

Questions? See the **HR Collection webpage** for our **Submission Information Document**, or contact us directly at EdTalentResearch@cde.state.co.us .

Information on Instructional Area

To better align with existing staff reporting, the Educator Shortage Survey requests that certain teacher subject areas include details on instructional areas related to Early Childhood Education, Culturally and Linguistically Diverse Education, and Gifted Education.

Subject Areas for which instructional area details are required:

- **Elementary Education** (subject area 0010 General Elementary Education)
  - with instructional area **Early Childhood, Pre-K, or Kindergarten**
  - with instructional area **Culturally and Linguistically Diverse Education**
  - with instructional area **Gifted Education**
  - with instructional area Regular Education (or any other instructional area)
- **English Language Arts** (subject areas 0500-0590 English Language Arts)
  - with instructional area **Culturally and Linguistically Diverse Education**
  - with instructional area Regular Education (or any other instructional area)
- **Special Education Generalist** (subject areas 1700-1799 Special Education, excluding 1720 Vision Disability and 1730 Hearing Disability)
  - with instructional area **Early Childhood, Pre-K, or Kindergarten**
  - with instructional area Special Education (or any other instructional area)
- **World Languages** (subject areas 0600-0695 World Languages)
  - with instructional area **Culturally and Linguistically Diverse Education**
  - with instructional area Regular Education (or any other instructional area)
- **Other Subject Area** (e.g., subject areas 1900 Cocurricular Activities Nonathletic, 2000 Study Hall, etc.)
  - with instructional area **Culturally and Linguistically Diverse Education**
  - with instructional area **Gifted Education**
  - with instructional area Regular Education (or any other instructional area)

Definitions of Instructional Areas:

- Instructional area **Early Childhood, Pre-K, or Kindergarten** includes:
  - 0035 - Early Childhood/Prekindergarten (Age 3 to kindergarten age)
  - 0036 – Kindergarten
  - 0041 - Early Childhood/Elementary
- Instructional area **Culturally and Linguistically Diverse Education** includes:
  - 0050 - Language Instruction Education Program (LIEP)
  - 1050 - Supplement for Language Education Instruction Program (LIEP)
- Instructional area **Gifted Education** includes:
  - 0012 - Gifted and Talented
  - 1012 - Supplement for Gifted and Talented

Questions? See the **HR Collection webpage** for our **Submission Information Document**, or contact us directly at EdTalentResearch@cde.state.co.us .

FTE by Subject Area (1) – Paraprofessional, Principal, and Special Services Provider

Subject Area	Openings (Total Positions to Hire) in FTE	Unfilled Positions in FTE
Paraprofessional		
Principal/Assistant Principal/Building Leader		
School Audiologist		
School Counselor		
School Occupational Therapist		
School Orientation and Mobility Specialist		
School Physical Therapist		
School Psychologist		
School Social Worker		
School Speech-Language Pathologist		

FTE by Subject Area (2) – Teacher

Subject Area	Openings (Total Positions to Hire) in FTE	Unfilled Positions in FTE
Agriculture, Food and Natural Resources		
Business/Marketing		
Computer Science		
Drama Theater Arts		
Early Childhood Education		
Elementary Education *with instructional area* ***Early Childhood, Pre-K, or Kindergarten***		
Elementary Education *with instructional area* ***Culturally and Linguistically Diverse Education***		
Elementary Education *with instructional area* ***Gifted Education***		
Elementary Education *with instructional area Regular Education (or any other instructional area)*		

FTE by Subject Area (3) – Teacher

Subject Area	Openings (Total Positions to Hire) in FTE	Unfilled Positions in FTE
English Language Arts *with instructional area* ***Culturally and Linguistically Diverse Education***		
English Language Arts *with instructional area Regular Education (or any other instructional area)*		
Family and Consumer Sciences		
Health Education		
Industrial Arts		
Mathematics		
Music		
Physical Education		
Science		
Social Studies		

FTE by Subject Area (4) – Teacher

Subject Area	Openings (Total Positions to Hire) in FTE	Unfilled Positions in FTE
Special Education Generalist *with instructional area* ***Early Childhood, Pre-K, or Kindergarten***		
Special Education Generalist *with instructional area Special Education (or any other instructional area)*		
Special Education Specialist: Deaf and Hard of Hearing		
Special Education Specialist: Visually Impaired		
Teacher Librarian		
Teacher Mentor		
Visual Art		
World Languages *with instructional area* ***Culturally and Linguistically Diverse Education***		
World Languages *with instructional area Regular Education (or any other instructional area)*		

FTE by Subject Area (5) – Other

Subject Area	Openings (Total Positions to Hire) in FTE	Unfilled Positions in FTE
Other Subject Area *with instructional area* ***Culturally and Linguistically Diverse Education***		
Other Subject Area *with instructional area* ***Gifted Education***		
Other Subject Area *with instructional area Regular Education (or any other instructional area)*		

If you indicated **other** subject area, please provide details below.

_____

If you utilized **additional** shortage mechanisms (***other*** than long-term substitutes, alternative licensure candidates, emergency candidates, temporary educator eligibility (TEE) candidates, Teacher of Record candidates, Teacher Apprentice candidates, contracted services, or PERA retirees), please provide details.

_____

Educator Recruitment

How did you recruit educators this year? (check all that apply)

- Online ads on job sites (e.g., Indeed, Teacher-Teacher.com, etc.)
- Social Media
- Job fairs
- Professional associations
- Direct contact with educator preparation program
- Recruiting through direct contact with individuals
- Didn't recruit this year
- Other (please specify)

Please explain any additional recruitment strategies you used this year.

_____

What do you see as the greatest challenge in recruiting and hiring educators in your field?

_____