

Memorandum To: The Colorado Alliance for Quality Teaching

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**Subject: Detailed Data on Teacher Attrition &
Qualifications in the State of Colorado**

Date: April 4, 2003

This data analysis memo provides detailed information on teacher attrition and teacher qualifications in the three most populated Colorado Department of Education (CDE) regions: North Central, Metropolitan (Metro), and Pike's Peak. This memorandum is intended to supplement the information that was provided in the report *Teacher Supply and Demand in the State of Colorado (2003)*. School level attrition data and qualification data are shown for individual districts. This data is broken down by school level characteristics in terms of free or reduced lunch eligibility, proportion of minority (black & Hispanic) students, and performance on the Colorado State Assessment Program (CSAP). For each of these measures, attrition rates and qualifications were determined at the school level and then aggregated to the district level. Only districts with one hundred or more teachers are included in the analyses. The percentages included in the tables represent at least 20 teachers for that cell.

The data used to create this memo came from five CDE data sets. The CDE HR data file includes information on all education professionals working in the state and was used to link teachers with schools, to calculate attrition, as well as determine teacher education and experience levels. The CDE Licensure data file was used to identify teachers who are completely certified. Information on student characteristics was drawn from the CDE Student Enrollment data files and the CDE Free & Reduced Lunch data files. Information on school performance was taken from the CDE Performance Index Rating file. The Performance Ratings are based on student performance on statewide, standards-based assessments.

Teacher Attrition

School attrition occurs when a teacher leaves a school. School attrition includes those teachers who stop working in education (i.e., retires or changes jobs), or when a teacher transfers to another school or district. The school attrition reported here is for teachers who worked in a school in school year (SY) 2000-01, but did not return to that school in SY 2001-02.

School level attrition rates were the highest in schools that received a low or unsatisfactory performance rating across the three regions for elementary, middle, and high schools, as indicated in Table 1, Table 2, and Table 3. The Pikes Peak region had the highest attrition rate in schools that received a low or unsatisfactory performance rating for elementary

and middle schools while the North Central region had the highest attrition rate among high schools.

Table 1. Elementary School Level Attrition by Performance Level, SY 2000-01

<u>Region</u>	<u>Overall Rating</u>	<u>Total Teachers</u>	<u>School Attrition</u>
North Central	Excellent	138	17%
	High	747	19%
	Average	1000	19%
	Low/ Unsatisfactory	698	23%
	Region Total/ Average	2583	20%
Metro	Excellent	1182	20%
	High	2836	20%
	Average	3710	23%
	Low/ Unsatisfactory	3856	27%
	Region Total/ Average	11584	23%
Pikes Peak	Excellent	328	20%
	High	1107	21%
	Average	1441	20%
	Low	649	28%
	Region Total/ Average	3525	21%

Source: CDE HR & Performance Index Data Files

Table 2. Middle School Level Attrition by Performance Level, SY 2000-01

<u>Region</u>	<u>Overall Rating</u>	<u>Total Teachers</u>	<u>School Attrition</u>
North Central	Excellent	74	14%
	High	495	20%
	Average	385	19%
	Low	408	23%
	Region Total/ Average	1362	20%
Metro	Excellent	684	21%
	High	1421	21%
	Average	1269	26%
	Low/ Unsatisfactory	1907	26%
	Region Total/ Average	5281	24%
Pikes Peak	Excellent	197	17%
	High	368	23%
	Average	650	22%
	Low	410	33%
	Region Total/ Average	1625	24%

Source: CDE HR & Performance Index Data Files

Table 3. High School Level Attrition by Performance Level, SY 2000-01

Region	Overall Rating	Total Teachers	School Attrition
North Central	Excellent	74	17%
	High	495	17%
	Average	385	18%
	Low	408	23%
	Region Total/ Average	1309	18%
Metro	Excellent	684	15%
	High	1421	16%
	Average	1269	20%
	Low/ Unsatisfactory	1907	22%
	Region Total/ Average	5393	19%
Pikes Peak	Excellent	197	16%
	High	368	16%
	Average	650	16%
	Low	410	20%
	Region Total/ Average	1763	17%

Source: CDE HR & Performance Index Data Files

Table 4 shows school level attrition by region for the districts with the highest and lowest attrition rate for each region. Generally, the highest and lowest school attrition rates were in the smallest districts. Interestingly, the Pikes Peak region had the school district with the highest school level attrition rate across the three regions as well as the district with the lowest school level attrition rate across the three regions.

Table 4. School Level Attrition by Region (District with Highest and District with Lowest Attrition Rate), SY 2000-01

Region	District	Total Teachers	School Attrition
North Central	Poudre R 1	1368	15%
	Gilcrest Re 1	134	26%
	Region Total/ Average	5192	19%
Metro	Englewood 1	255	16%
	Elizabeth C 1	175	31%
	Region Total/ Average	21514	22%
Pikes Peak	Canon City Re 1	255	13%
	Fountain 8	295	14%
	Lewis Palmer 38	248	34%
	Region Total/ Average	6955	21%

Source: CDE HR Data File

Tables 5 through 7 contain information on school level attrition rates for each region by school level poverty. Attrition rates tended to increase as poverty increased with some exceptions. For instance, in the North Central region Fort Morgan, Keenesburg, and Weld County had decreases in attrition as poverty increased. This was also the case for the Brighton school district in the Metro region and the Canyon City school district in the Pikes Peak region.

Table 5. North Central Region - School Level Attrition by Poverty, SY 2000-01

District	Total Teachers	Between		
		≤ to 25% FRL	26% and 50% FRL	51% and Above FRL
St Vrain Valley Re 1j	1089	21%	21%	24%
Poudre R 1	1337	13%	17%	19%
Thompson R 2j	842	18%	18%	26%
Fort Morgan Re 3	202	---	31%	15%
Gilcrest Re 1	134	22%	28%	---
Keenesburg Re 3	102	31%	15%	---
Windsor Re 4	162	23%	---	---
Johnstown Milliken Re 5j	109	21%	17%	---
Greeley 6	955	18%	19%	25%
Weld County S D Re 8	170	---	23%	18%
Region Total/ Average	5102	18%	20%	22%

Source: CDE HR & Student Enrollment Data Files

Table 6. Metro Region - School Level Attrition by Poverty, SY 2000-01

District	Total Teachers	≤ to 25% FRL	Between 26% and 50% FRL	51% and Above FRL
Mapleton 1	280	23%	25%	21%
Northglenn Thornton 12	1538	24%	27%	30%
Adams County 14	359	---	20%	25%
Brighton 27j	308	28%	22%	18%
Westminster 50	664	39%	25%	27%
Englewood 1	255	14%	17%	---
Cherry Creek 5	2449	18%	23%	---
Littleton 6	940	19%	17%	31%
Adams Arapahoe 28j	1532	22%	20%	22%
Boulder Valley Re 2	1681	18%	20%	27%
Denver County 1	4173	26%	27%	29%
Douglas County Re 1	2096	22%	23%	---
Elizabeth C 1	175	31%	24%	---
Jefferson County R 1		18%	21%	22%
	4646			
Region Total/ Average	21096	20%	24%	27%

Source: CDE HR & Student Enrollment Data Files

Table 7. Pikes Peak Region - School Level Attrition by Poverty, SY 2000-01

District	Total Teachers	≤ to 25% FRL	Between 26% and 50% FRL	51% and Above FRL
Harrison 2	689	---	25%	27%
Widefield 3	490	16%	17%	---
Fountain 8	295	19%	13%	---
Colorado Springs 11	1736	19%	21%	30%
Cheyenne Mountain 12	241	21%	---	---
Academy 20	1061	16%	19%	---
Lewis Palmer 38	248	34%	---	---
Falcon 49	346	20%	25%	---
Canon City Re 1	250	18%	11%	9%
Pueblo City 60	978	25%	19%	26%
Pueblo County Rural 70	377	25%	26%	---
Woodland Park Re 2	186	21%	---	---
Region Total/ Average	6897	20%	20%	27%

Source: CDE HR & Student Enrollment Data Files

Tables 8 through 10 show school level attrition rates for each region by the ratio of minority students. Generally, attrition increased as minority levels increased, however, there was more variation in attrition by minority levels than there was by poverty levels.

Table 8. North Central Region - School Level Attrition by Minority, SY 2000-01

District	Total Teachers	≤ to 25% Black or Hispanic	Between 26% and 50% Black or Hispanic	51% and Above Black or Hispanic
St Vrain Valley Re 1j	1089	19%	27%	22%
Poudre R 1	1337	14%	10%	28%
Thompson R 2j	842	18%	26%	15%
Fort Morgan Re 3	202	---	22%	15%
Gilcrest Re 1	134	---	28%	---
Keenesburg Re 3	102	25%	18%	---
Johnstown Milliken Re 5j	109	---	18%	---
Windsor Re 4	162	23%	---	---
Greeley 6	955	20%	18%	26%
Weld County S D Re 8	170	19%	19%	22%
Region Total/ Average	5102	17%	21%	24%

Source: CDE HR & Student Enrollment Data Files

Table 9. Metro Region - School Level Attrition by Minority, SY 2000-01

District	Total Teachers	≤ to 25% Black or Hispanic	Between 26% and 50% Black or Hispanic	51% and Above Black or Hispanic
Mapleton 1	280	---	25%	20%
Northglenn Thornton 12	689	23%	28%	31%
Adams County 14	358	---	---	24%
Brighton 27j	308	---	25%	19%
Westminster 50	664	27%	26%	---
Englewood 1	255	16%	16%	---
Cherry Creek 5	2449	18%	21%	17%
Littleton 6	940	19%	25%	---
Adams Arapahoe 28j	1532	25%	21%	---
Boulder Valley Re 2	1681	18%	22%	23%
Denver County 1	4173	23%	25%	29%
Douglas County Re 1	2096	22%	---	---
Elizabeth C 1	175	31%	---	---
Jefferson County R 1	4646	18%	23%	21%
Region Total/ Average	20247	19%	24%	27%

Source: CDE HR & Student Enrollment Data Files

Table 10. Pikes Peak Region - School Level Attrition by Minority, SY 2000-01

District	Total Teachers	≤ to 25% Black or Hispanic	Between 26% and 50% Black or Hispanic	51% and Above Black or Hispanic
Harrison 2	689	40%	22%	---
Widefield 3	490	24%	16%	---
Fountain 8	295	19%	13%	---
Colorado Springs 11	1736	21%	21%	40%
Cheyenne Mountain 12	241	21%	---	---
Academy 20	1061	16%	---	---
Lewis Palmer 38	248	34%	---	---
Falcon 49	346	19%	27%	---
Canon City Re 1	250	13%	---	---
Pueblo City 60	978	---	24%	24%
Pueblo County Rural 70	377	32%	18%	---
Woodland Park Re 2	186	21%	---	---
Region Total/ Average	6897	20%	19%	27%

Source: CDE HR & Student Enrollment Data Files

Teacher Qualifications

Three measures of teacher qualifications in 2001 are provided. Teachers' highest level of education is measured as the proportion of teachers that have a master's degree or higher. Teachers' level of experience is measured as the proportion of teachers that have three or more years of experience teaching. The certification is measured as the proportion of teachers that are completely certified which was measured by combining those teachers that are fully certified (e.g., provisional and professional certification) and teachers that have master license (e.g., certification from the National Board for Professional Teaching Standards).

Teacher qualifications by region showed variation among districts in each region, as indicated in Table 11, Table 12, and Table 13. On average, the regions had similar levels of teacher qualifications.

Table 11. North Central Region - Teacher Qualifications

District	Total Teachers	Master's or Higher	Three Years or More	Completely Certified
St Vrain Valley Re 1j	1160	39%	59%	94%
Poudre R 1	1440	48%	81%	97%
Thompson R 2j	894	36%	78%	96%
Fort Morgan Re 3	193	31%	76%	93%
Gilcrest Re 1	130	34%	75%	94%
Keenesburg Re 3	107	40%	60%	95%
Windsor Re 4	172	33%	77%	98%
Johnstown Milliken Re 5j	110	36%	78%	94%
Greeley 6	958	54%	83%	94%
Weld County S D Re 8	168	34%	71%	79%
Region Total/ Average	5332	43%	75%	95%

Source: CDE HR, Licensure, & Student Enrollment Data Files

Table 12. Metro Region - Teacher Qualifications

District	Total Teachers	Master's or Higher	Three Years or More	Completely Certified
Mapleton 1	299	32%	66%	84%
Northglenn Thornton 12	1695	46%	83%	93%
Adams County 14	371	47%	75%	85%
Brighton 27j	320	45%	69%	87%
Westminster 50	640	40%	74%	91%
Englewood 1	250	51%	81%	93%
Sheridan 2	122	45%	58%	81%
Cherry Creek 5	2620	58%	84%	96%
Littleton 6	910	52%	87%	96%
Adams Arapahoe 28j	1630	38%	76%	90%
Boulder Valley Re 2	1768	56%	85%	96%
Denver County 1	3999	41%	72%	88%
Douglas County Re 1	2223	50%	80%	96%
Elizabeth C 1	171	27%	56%	87%
Jefferson County R 1	4694	49%	67%	95%
Region Total/ Average	21712	47%	76%	93%

Source: CDE HR, Licensure, & Student Enrollment Data Files

Table 13. Pikes Peak Region - Teacher Qualifications

District	Total Teachers	Master's or Higher	Three Years or More	Completely Certified
Harrison 2	720	34%	66%	87%
Widefield 3	494	42%	81%	93%
Fountain 8	299	45%	87%	95%
Colorado Springs 11	1859	N/A	75%	93%
Cheyenne Mountain 12	226	58%	86%	95%
Academy 20	1077	44%	78%	95%
Lewis Palmer 38	261	49%	74%	95%
Falcon 49	398	37%	71%	90%
Canon City Re 1	251	65%	90%	97%
Pueblo City 60	966	44%	77%	93%
Pueblo County Rural 70	398	46%	81%	94%
Woodland Park Re 2	189	54%	80%	93%
Region Total/ Average	7138	44%	77%	93%

Source: CDE HR, Licensure, & Student Enrollment Data Files

Teacher Qualifications by School Performance Level

Tables 14 through 16 show teacher qualifications based on the school performance rating by region. Schools that received a low or unsatisfactory performance rating tended to have the lowest percentage of teachers with a master's degree or higher, three or more years experience, and who are completely certified across all school levels.

Table 14. Elementary School Level – Teacher Qualifications by Performance Level

Region	Overall Rating	Master’s or higher	Three or More Years Experience	Completely Certified
North Central	Excellent	45%	85%	97%
	High	42%	80%	98%
	Average	41%	73%	95%
	Low/ Unsatisfactory	42%	69%	91%
	Region Average	42%	75%	92%
Metro	Excellent	49%	80%	97%
	High	48%	77%	96%
	Average	45%	75%	95%
	Low/ Unsatisfactory	38%	70%	88%
	Region Average	44%	74%	93%
Pikes Peak	Excellent	41%	75%	94%
	High	44%	76%	95%
	Average	45%	79%	95%
	Low	35%	65%	90%
	Region Average	38%	75%	94%

Source: CDE HR, Licensure, & Performance Index Data Files

Table 15. Middle School Level – Teacher Qualifications by Performance Level

Region	Overall Rating	Master’s or higher	Three or More Years Experience	Completely Certified
North Central	Excellent	48%	82%	98%
	High	40%	71%	94%
	Average	37%	75%	94%
	Low/ Unsatisfactory	45%	70%	92%
	Region Average	42%	72%	93%
Metro	Excellent	52%	83%	95%
	High	44%	73%	94%
	Average	49%	75%	92%
	Low/ Unsatisfactory	40%	71%	84%
	Region Average	43%	73%	90%
Pikes Peak	Excellent	32%	65%	88%
	High	42%	79%	94%
	Average	43%	79%	92%
	Low/Unsatisfactory	39%	67%	81%
	Region Average	38%	73%	90%

Source: CDE HR, Licensure, & Performance Index Data Files

Table 16. High School Level – Teacher Qualifications by Performance Level

Region	Overall Rating	Master’s or higher	Three or More Years Experience	Completely Certified
North Central	Excellent	43%	51%	90%
	High	44%	76%	95%
	Average	46%	76%	95%
	Low/ Unsatisfactory	43%	71%	93%
	Region Average	44%	74%	95%
Metro	Excellent	64%	86%	96%
	High	54%	77%	95%
	Average	51%	77%	92%
	Low/ Unsatisfactory	45%	71%	89%
	Region Average	52%	77%	93%
Pikes Peak	Excellent	46%	77%	95%
	High	44%	78%	94%
	Average	52%	81%	90%
	Low	41%	74%	90%
	Region Average	48%	78%	92%

Source: CDE HR, Licensure, & Performance Index Data Files

Tables 17 through 25 provide additional detail on teacher qualifications by region, district and performance level. To complete these tables, the teacher qualifications for all schools with performance ratings were combined. Schools that served multiple grade ranges had performance ratings for each grade range. For example, a school that served K-8 students had two performance ratings, one for elementary grades and one for middle school grades. The end result is that the qualifications for about 8% of teachers were reported twice since their schools served multiple grade levels. There were fairly large differences in the qualification levels for teachers in different districts. In other words, while the regional data showed lower qualifications in the lower performing schools, this trend did not hold for all districts.

Table 17. North Central Region - Teachers with Master's Degree or Higher by Performance Level

District	Total Teachers	Excellent	High	Average	Low & Unsatisfactory
St Vrain Valley RE 1J	1310	52%	39%	39%	37%
Poudre R 1	1516	44%	46%	47%	54%
Thompson R 2J	871	41%	34%	36%	40%
Fort Morgan RE 3	190	---	---	35%	27%
Gilcrest RE 1	133	---	---	28%	43%
Keenesburg RE 3	151	---	---	40%	47%
Windsor RE 4	163	---	---	29%	---
Greeley 6	1106	---	59%	56%	52%
Weld County SD RE 8	190	---	---	---	34%
Region Total/ Average	5710	45%	42%	42%	43%

Source: CDE HR, & Performance Index Data Files

Table 18. North Central Region - Completely Certified Teachers by Performance Level

District	Total Teachers	Excellent	High	Average	Low & Unsatisfactory
St Vrain Valley RE 1J	1268	93%	94%	95%	93%
Poudre R 1	1438	96%	97%	96%	96%
Thompson R 2J	864	96%	96%	96%	100%
Fort Morgan RE 3	177	---	---	93%	93%
Gilcrest RE 1	130	---	---	90%	100%
Keenesburg RE 3	151	---	---	95%	96%
Windsor RE 4	151	---	---	98%	---
Greeley 6	1032	---	91%	93%	94%
Weld County SD RE 8	180	---	---	---	76%
Region Total/ Average	5471	96%	96%	95%	92%

Source: CDE HR, Licensure, & Performance Index Data Files

Table 19. North Central Region - Teachers with Three or More Years Experience by Performance Level

District	Total Teachers	Excellent	High	Average	Low & Unsatisfactory
St Vrain Valley RE 1J	1310	55%	58%	63%	54%
Poudre R 1	1516	81%	81%	76%	76%
Thompson R 2J	871	74%	78%	80%	100%
Fort Morgan RE 3	190	---	---	80%	73%
Gilcrest RE 1	133	---	---	72%	80%
Keenesburg RE 3	151	---	---	59%	62%
Windsor RE 4	163	---	---	73%	---
Greeley 6	1106	---	83%	84%	81%
Weld County SD RE 8	190	---	---	---	63%
Region Total/ Average	5710	76%	76%	74%	70%

Source: CDE HR & Performance Index Data Files

Table 20. Metro Region - Teachers with Master's Degree or Higher by Performance Level

District	Total Teachers	Excellent	High	Average	Low & Unsatisfactory
Mapleton 1	273	---	---	16%	35%
Northglenn Thornton 12	1915	35%	32%	44%	42%
Adams County 14	383	---	---	---	47%
Brighton 27J	438	---	58%	43%	38%
Westminster 50	644	---	52%	38%	40%
Englewood 1	255	---	33%	54%	42%
Sheridan 2	121	---	---	---	42%
Cherry Creek 5	2616	64%	55%	56%	---
Littleton 6	981	52%	46%	49%	---
Adams Arapahoe 28J	2330	44%	39%	44%	36%
Boulder Valley RE 2	1987	55%	53%	56%	59%
Denver County 1	4559	47%	45%	47%	39%
Douglas County RE 1	2405	50%	48%	45%	43%
Elizabeth C 1	197	---	32%	23%	0%
Jefferson County R 1	4854	48%	48%	45%	45%
Region Total/ Average	23958	54%	49%	47%	40%

Source: CDE HR & Performance Index Data Files

Table 21. Metro Region - Teachers with Three or More Years Experience by Performance Level

District	Total Teachers	Excellent	High	Average	Low & Unsatisfactory
Mapleton 1	273	---	---	79%	65%
Northglenn Thornton 12	1915	58%	69%	80%	81%
Adams County 14	383	---	---	---	75%
Brighton 27J	438	---	81%	63%	66%
Westminster 50	644	---	73%	79%	72%
Englewood 1	255	---	100%	82%	75%
Sheridan 2	121	---	---	---	56%
Cherry Creek 5	2616	90%	84%	81%	---
Littleton 6	981	90%	83%	89%	---
Adams Arapahoe 28J	2330	89%	74%	79%	76%
Boulder Valley RE 2	1987	84%	83%	85%	82%
Denver County 1	4559	81%	78%	78%	70%
Douglas County RE 1	2405	80%	79%	76%	50%
Elizabeth C 1	197	---	46%	66%	0%
Jefferson County R 1	4854	69%	68%	62%	52%
Region Total/ Average	23958	82%	76%	76%	70%

Source: CDE HR & Performance Index Data Files

Table 22. Metro Region - Completely Certified Teachers by Performance Level

District	Total Teachers	Excellent	High	Average	Low & Unsatisfactory
Mapleton 1	269	---	---	98%	81%
Northglenn Thornton 12	1882	67%	88%	92%	89%
Adams County 14	367	---	---	---	85%
Brighton 27J	359	---	97%	87%	83%
Westminster 50	617	---	96%	97%	90%
Englewood 1	249	---	100%	94%	89%
Sheridan 2	108	---	---	---	81%
Cherry Creek 5	2546	98%	96%	96%	---
Littleton 6	904	97%	94%	97%	---
Adams Arapahoe 28J	2238	89%	95%	94%	87%
Boulder Valley RE 2	1918	96%	97%	96%	98%
Denver County 1	4085	94%	90%	93%	86%
Douglas County RE 1	2252	97%	96%	96%	93%
Elizabeth C 1	181	---	82%	89%	100%
Jefferson County R 1	4611	95%	96%	95%	92%
Region Total/ Average	22598	96%	95%	94%	87%

Source: CDE HR, Licensure, & Performance Index Data Files

Table 23. Pike’s Peak Region - Teachers with Master’s Degrees or Higher by Performance Level

District	Total Teachers	Excellent	High	Average	Low & Unsatisfactory
Harrison 2	729	---	13%	37%	34%
Widefield 3	491	---	---	42%	17%
Fountain 8	299	---	---	45%	40%
Colorado Springs 11	N/A	N/A	N/A	N/A	N/A
Cheyenne Mountain 12	274	55%	56%	---	---
Academy 20	1,310	36%	44%	50%	33%
Lewis Palmer 38	311	48%	48%	---	---
Falcon 49	404	---	30%	42%	---
Canon City RE 1	266	20%	46%	66%	83%
Pueblo City 60	1,115	---	44%	46%	37%
Pueblo County Rural 70	419	14%	49%	48%	45%
Woodland Park Re 2	194	---	56%	53%	---
Region Total/ Average	5812	42%	44%	47%	39%

Source: CDE HR & Performance Index Data Files

Table 24. Pike’s Peak Region - Teachers with Three or More Years Experience by Performance Level

District	Total Teachers	Excellent	High	Average	Low & Unsatisfactory
Harrison 2	729	---	19%	68%	66%
Widefield 3	491	---	---	81%	67%
Fountain 8	299	---	---	87%	60%
Colorado Springs 11	1,866	82%	77%	77%	68%
Cheyenne Mountain 12	274	83%	94%	---	---
Academy 20	1,310	68%	80%	70%	0%
Lewis Palmer 38	311	80%	71%	---	---
Falcon 49	404	---	67%	74%	---
Canon City RE 1	266	67%	89%	88%	98%
Pueblo City 60	1,115	---	74%	79%	72%
Pueblo County Rural 70	419	83%	87%	81%	80%
Woodland Park Re 2	194	---	89%	76%	---
Region Total/ Average	7,678	74%	77%	79%	68%

Source: CDE HR & Performance Index Data Files

Table 25. Pike’s Peak Region - Completely Certified Teachers by Performance Level

District	Total Teachers	Excellent	High	Average	Low & Unsatisfactory
Harrison 2	704	---	33%	95%	85%
Widefield 3	482	---	---	93%	83%
Fountain 8	290	---	---	94%	100%
Colorado Springs 11	1767	97%	95%	93%	89%
Cheyenne Mountain 12	228	94%	100%	---	---
Academy 20	1130	93%	95%	80%	0%
Lewis Palmer 38	285	92%	97%	---	---
Falcon 49	397	---	94%	88%	---
Canon City RE 1	259	83%	95%	97%	100%
Pueblo City 60	1006	---	92%	94%	90%
Pueblo County Rural 70	402	100%	98%	93%	95%
Woodland Park Re 2	189	---	95%	93%	---
Region Total/ Average	7139	93%	95%	93%	88%

Source: CDE HR, Licensure, & Performance Index Data Files

Teacher Qualifications by Proportion of Minority Students

Tables 26 through 28 contain teacher qualifications in the North Central region by proportion of minority students in a school. In a reversal of statewide trends, in the North Central region teacher education levels were higher in schools with higher proportions of minority students. On average, the proportion of completely certified teachers in the North Central region decreased as minority levels increased. However, this is not true for all districts. In general, the percentage of completely certified and experienced teachers decreased as minority levels increased with some exceptions.

Table 26. North Central Region - Teachers with Master's Degree or Higher by School Minority

District	Total Teachers	≤ to 25% Black or Hispanic	Between 26% and 50% Black or Hispanic	51% and Above Black or Hispanic
St Vrain Valley Re 1j	1181	41%	34%	38%
Poudre R 1	1456	47%	48%	56%
Thompson R 2j	871	35%	28%	---
Fort Morgan Re 3	206	---	28%	34%
Gilcrest Re 1	133	---	30%	---
Keenesburg Re 3	106	45%	29%	---
Windsor Re 4	176	33%	---	---
Johnstown Milliken Re 5j	110	---	36%	---
Greeley 6	969	55%	57%	50%
Weld County S D Re 8	177	---	42%	31%
Region Total/ Average	5385	42%	43%	44%

Source: CDE HR & Student Enrollment Data Files

Table 27. North Central Region - Completely Certified Teachers by School Minority

District	Total Teachers	≤ 25% Black or Hispanic	Between 26% and 50% Black or Hispanic	51% and Above Black or Hispanic
St Vrain Valley Re 1j	1144	95%	94%	93%
Poudre R 1	1456	98%	95%	93%
Thompson R 2j	864	96%	95%	---
Fort Morgan Re 3	193	---	89%	98%
Gilcrest Re 1	130	---	93%	---
Keenesburg Re 3	106	94%	97%	---
Windsor Re 4	169	98%	---	---
Johnstown Milliken Re 5j	110	---	94%	---
Greeley 6	933	91%	97%	93%
Weld County S D Re 8	168	---	91%	74%
Region Total/ Average	5385	96%	95%	91%

Source: CDE HR, Licensure, & Student Enrollment Data Files

Table 28. North Central Region - Teachers with Three or More Years Experience by School Minority

District	Total Teachers	≤ 25% Black or Hispanic	Between 26% and 50% Black or Hispanic	51% and Above Black or Hispanic
St Vrain Valley Re 1j	1181	62%	60%	48%
Poudre R 1	1456	82%	80%	69%
Thompson R 2j	871	79%	74%	---
Fort Morgan Re 3	206	---	69%	85%
Gilcrest Re 1	133	---	76%	---
Keenesburg Re 3	106	69%	40%	---
Windsor Re 4	176	77%	---	---
Johnstown Milliken Re 5j	110	---	78%	---
Greeley 6	969	83%	86%	80%
Weld County S D Re 8	177	---	82%	66%
Region Total/ Average	5385	76%	75%	70%

Source: CDE HR & Student Enrollment Data Files

Table 29 contains information on teachers with a master's degree or higher in the Metro region by proportion of minority students. There is somewhat of a relationship between minority and teacher education levels. Most Metro districts showed a decrease in the percentage of teachers with a master's degree or higher as minority enrollment increased.

Table 29. Metro Region -Teachers with Master’s Degree or Higher by School Minority

District	Total Teachers	Between 26% 51% and Above		
		≤ 25% Black or Hispanic	and 50% Black or Hispanic	Black or Hispanic
Mapleton 1	305	---	31%	33%
Northglenn Thornton 12	1690	47%	46%	40%
Adams County 14	384	---		47%
Brighton 27j	367	28%	50%	40%
Westminster 50	639	---	39%	40%
Englewood 1	257	51%	51%	---
Sheridan 2	135	---	48%	42%
Cherry Creek 5	2598	60%	55%	44%
Littleton 6	933	53%	43%	---
Adams Arapahoe 28j	1601	---	41%	36%
Boulder Valley Re 2	1763	56%	52%	64%
Denver County 1	4374	47%	52%	39%
Douglas County Re 1	2296	49%	---	---
Elizabeth C 1	180	27%	---	---
Jefferson County R 1		49%	45%	41%
	4713			
Region Total/ Average	22235	51%	46%	40%

Source: CDE HR & Student Enrollment Data Files

Table 30 shows Metro teachers with three or more years experience by proportion minority students. Generally, districts showed a decrease in the percentage of experienced teachers as minority levels increase. However, there were some exceptions to this trend.

Table 30. Metro Region -Teachers with Three or More Years Experience by School Minority

District	Total ≤ 25% Black Teachers	26% and 50% Black or Hispanic	Between 26% and 50% Black or Hispanic	51% and Above Black or Hispanic
Mapleton 1	305	---	64%	67%
Northglenn Thornton 12	1690	84%	83%	77%
Adams County 14	384	---	---	75%
Brighton 27j	367	51%	72%	70%
Westminster 50	623	---	75%	72%
Englewood 1	257	81%	81%	---
Sheridan 2	135	---	64%	54%
Cherry Creek 5	2598	86%	81%	72%
Littleton 6	933	88%	86%	---
Adams Arapahoe 28j	1592	---	78%	74%
Boulder Valley Re 2	1763	85%	86%	81%
Denver County 1	4374	79%	86%	71%
Douglas County Re 1	2287	80%	---	---
Elizabeth C 1	180	56%	---	---
Jefferson County R 1		69%	57%	52%
	4713			
Region Total/ Average	22201	78%	75%	71%

Source: CDE HR & Student Enrollment Data Files

Table 31 shows Metro teachers that were completely certified by the proportion of minority students. For the most part, there was a decrease in completely certified teachers as the minority levels increased. There were some exceptions. For example, Cherry Creek a slight increase in qualified teachers as minority levels.

Table 31. Metro Region - Completely Certified Teachers by School Minority

District	Total \leq 25% Black Teachers	or Hispanic	Between 26% and 50% Black or Hispanic	51% and Above Black or Hispanic
Mapleton 1	299	---	88%	80%
Northglenn Thornton 12	1663	94%	91%	88%
Adams County 14	369	---	---	85%
Brighton 27j	317	86%	88%	88%
Westminster 50	603	---	92%	90%
Englewood 1	250	92%	93%	---
Sheridan 2	121	---	80%	82%
Cherry Creek 5	2547	96%	97%	98%
Littleton 6	888	96%	97%	---
Adams Arapahoe 28j	1537	---	92%	89%
Boulder Valley Re 2	1714	97%	96%	95%
Denver County 1	3955	94%	96%	87%
Douglas County Re 1	2194	96%	---	---
Elizabeth C 1	171	87%	---	---
Jefferson County R 1	4546	96%	95%	89%
Region Total/ Average	21174	96%	93%	88%

Source: CDE HR, Licensure, & Student Enrollment Data Files

Tables 32 through 34 contain teacher qualifications in the Pikes Peak region by proportion of minority students. There are few districts in this region that serve a high minority population. The only pattern that emerged was that in districts that serve high minority populations (that is over 50 percent minority), the percentage of completely certified teachers decreased as the minority levels increased.

Table 32. Pikes Peak Region - Teachers with Master's Degree or Higher by School Minority

District	Total ≤ 25% Black Teachers	or Hispanic	Between 26% and 50% Black or Hispanic	51% and Above Black or Hispanic
Harrison 2	732	---	36%	34%
Widefield 3	497	---	42%	---
Fountain 8	309	---	45%	---
Colorado Springs 11	1910	N/A	N/A	N/A
Cheyenne Mountain 12	249	58%	---	---
Academy 20	1131	44%	---	---
Lewis Palmer 38	276	49%	---	---
Falcon 49	405	32%	48%	---
Canon City Re 1	251	65%	---	---
Pueblo City 60	452	---	47%	42%
Pueblo County Rural 70	412	44%	48%	---
Woodland Park Re 2	194	54%	---	---
Region Total/ Average	7401	34%	32%	32%

Source: CDE HR & Student Enrollment Data Files

Table 33. Pikes Peak Region - Teachers with Three or More Years Experience by School Minority

District	Total ≤ 25% Black Teachers	or Hispanic	Between 26% and 50% Black or Hispanic	51% and Above Black or Hispanic
Harrison 2	732	---	69%	66%
Widefield 3	497	---	81%	---
Fountain 8	299	---	87%	---
Colorado Springs 11	1910	77%	76%	65%
Cheyenne Mountain 12	249	86%	---	---
Academy 20	1131	78%	---	---
Lewis Palmer 38	276	74%	---	---
Falcon 49	405	68%	77%	---
Canon City Re 1	251	90%	---	---
Pueblo City 60	452	---	82%	75%
Pueblo County Rural 70	412	81%	82%	---
Woodland Park Re 2	194	80%	---	---
Region Total/ Average	7474	78%	80%	70%

Source: CDE HR & Student Enrollment Data Files

Table 34. Pikes Peak Region - Completely Certified Teachers by School Minority

District	Total ≤ 25% Black Teachers	26% and 50% Black or Hispanic	Between 26% and 50% Black or Hispanic	51% and Above Black or Hispanic
Harrison 2	703	---	94%	86%
Widefield 3	488	---	93%	---
Fountain 8	299	---	94%	---
Colorado Springs 11	1832	94%	94%	85%
Cheyenne Mountain 12	224	95%	---	---
Academy 20	1066	95%	---	---
Lewis Palmer 38	261	95%	---	---
Falcon 49	398	90%	90%	---
Canon City Re 1	247	97%	---	---
Pueblo City 60	956	---	94%	92%
Pueblo County Rural 70	398	96%	92%	---
Woodland Park Re 2	189	93%	---	---
Region Total/ Average	7061	94%	94%	89%

Source: CDE HR, Licensure, & Student Enrollment Data Files

Teacher Qualifications by Student Poverty

Table 35 shows the percentage of teachers in the North Central region who have a master’s degree or higher by school poverty. There is no clear pattern in the relationship between poverty and the education level of teachers. Similarly, in Table 36 there is no clear relationship between the percentage of experienced teachers in the North Central region and poverty.

Table 35. North Central Region - Teachers with Master's Degree or Higher by School Poverty

District	Total Teachers	≤ 25% FRL	Between 26% and 50% FRL	51% and Above FRL
St Vrain Valley Re 1j	1181	40%	31%	38%
Poudre R 1	1456	48%	46%	53%
Thompson R 2j	871	35%	38%	28%
Fort Morgan Re 3	206	---	37%	29%
Gilcrest Re 1	133	---	34%	---
Keenesburg Re 3	106	---	42%	---
Windsor Re 4	176	33%	---	---
Johnstown Milliken Re 5j	110	26%	40%	---
Greeley 6	969	56%	56%	51%
Weld County S D Re 8	177	---	42%	31%
Region Total/ Average	5385	42%	43%	43%

Source: CDE HR & Student Enrollment Data Files

Table 36. North Central Region - Teachers with Three or More Years Experience by School Poverty

District	Total Teachers	≤ 25% FRL	Between 26% and 50% FRL	51% and Above FRL
St Vrain Valley Re 1j	1181	61%	60%	48%
Poudre R 1	1456	82%	80%	79%
Thompson R 2j	871	78%	83%	74%
Fort Morgan Re 3	206	---	67%	79%
Gilcrest Re 1	133	---	75%	---
Windsor Re 4	176	77%	---	---
Johnstown Milliken Re 5j	110	85%	76%	---
Greeley 6	969	85%	86%	81%
Weld County S D Re 8	177	---	82%	66%
Region Total/ Average	5378	75%	77%	73%

Source: CDE HR & Student Enrollment Data Files

Table 37 shows the percentage of completely certified teachers in the North Central region by poverty. On average, the percentage of completely certified teachers decreased as poverty increased. For the most part, this relationship held over individual districts within the region.

Table 37. North Central Region – Completely Certified Teachers by School Poverty

District	Total Teachers	≤ 25% FRL	Between 26% and 50% FRL	51% and Above FRL
St Vrain Valley Re 1j	1144	95%	94%	93%
Poudre R 1	1414	98%	95%	95%
Thompson R 2j	864	96%	95%	95%
Fort Morgan Re 3	193	---	88%	95%
Gilcrest Re 1	130	---	94%	---
Keenesburg Re 3	106	---	96%	---
Windsor Re 4	169	98%	---	---
Johnstown Milliken Re 5j	110	93%	94%	---
Greeley 6	899	92%	97%	93%
Weld County S D Re 8	168	---	91%	74%
Region Total/ Average	5197	96%	95%	91%

Source: CDE HR, Licensure, & Student Enrollment Data Files

Table 38 shows Metro teachers that have a master’s degree or higher by poverty level of students served by these teachers. On average, the percentage of teachers with a master’s degree or higher decreased as poverty levels increased. Boulder County showed a slight increase in educated teachers as poverty increased. Mapleton and Englewood showed a relatively even distribution of educated teachers across the three levels of poverty.

Table 38. Metro Region - Teachers with Master's Degree or Higher by School Poverty

District	Total Teachers	≤ 25% FRL	Between 26% and 50% FRL	51% and Above Free or FRL
Mapleton 1	305	38%	28%	38%
Northglenn Thornton 12	1690	46%	49%	39%
Adams County 14	373	---	---	47%
Brighton 27j	367	47%	45%	43%
Westminster 50	639	49%	38%	42%
Englewood 1	257	50%	52%	50%
Sheridan 2	135	---	56%	40%
Cherry Creek 5	2598	59%	50%	---
Littleton 6	933	52%	60%	38%
Adams Arapahoe 28j	1601	41%	38%	33%
Boulder Valley Re 2	1763	55%	57%	62%
Denver County 1	4374	47%	47%	38%
Douglas County Re 1	2296	49%	---	---
Elizabeth C 1	180	27%	---	---
Jefferson County R 1	4713	49%	47%	41%
Region Total/ Average	22224	51%	45%	39%

Source: CDE HR & Student Enrollment Data Files

Table 39 shows Metro teachers with three or more years experience by poverty. On average, the percentage of experienced teachers decreased as poverty increased. However, Mapleton, Brighton, and Englewood showed the opposite relationship while Littleton had a somewhat stable rate across poverty levels.

Table 39. Metro Region - Teachers with Three Years Experience or More by School Poverty

District	Total Teachers	≤ 25% FRL	Between 26% and 50% FRL	51% and Above Free or FRL
Mapleton 1	305	65%	64%	73%
Northglenn Thornton 12	1690	83%	87%	77%
Adams County 14	373	---	---	75%
Brighton 27j	367	65%	75%	78%
Westminster 50	639	81%	75%	64%
Englewood 1	257	78%	81%	86%
Sheridan 2	135	---	69%	54%
Cherry Creek 5	2598	86%	76%	---
Littleton 6	933	88%	88%	86%
Adams Arapahoe 28j	1601	78%	75%	73%
Boulder Valley Re 2	1763	85%	87%	80%
Denver County 1	4374	77%	77%	70%
Douglas County Re 1	2296	80%	---	---
Elizabeth C 1	180	56%	---	---
Jefferson County R 1		69%	60%	53%
	4713			
Region Total/ Average	22224	78%	75%	70%

Source: CDE HR & Student Enrollment Data Files

Table 40 shows the percentage of completely certified teachers in the Metro region by poverty. The regional average showed that there was a decrease in the percentage of teachers who were completely certified as poverty increased. However, there was variation in the proportion of completely certified teachers by district within the region. For instance when looking across all three measures of poverty, Brighton, Littleton, and Englewood showed an increase in the percentage of completely certified teachers as poverty increased.

Table 40. Metro Region – Completely Certified Teachers By School Poverty

District	Total Teachers	≤ 25% FRL	Between 26% and 50% FRL	51% and Above Free or FRL
Mapleton 1	299	93%	82%	74%
Northglenn Thornton 12	1663	93%	95%	86%
Adams County 14	359	---	---	85%
Brighton 27j	317	86%	89%	91%
Westminster 50	619	98%	91%	91%
Englewood 1	250	89%	94%	97%
Sheridan 2	121	---	73%	84%
Cherry Creek 5	2547	96%	97%	---
Littleton 6	888	95%	100%	97%
Adams Arapahoe 28j	1546	91%	91%	88%
Boulder Valley Re 2	1714	96%	97%	94%
Denver County 1	3955	92%	90%	86%
Douglas County Re 1	2203	96%	---	---
Elizabeth C 1	171	87%	---	---
Jefferson County R 1		96%	93%	91%
	4546			
Region Total/ Average	21198	95%	92%	87%

Source: CDE HR, Licensure, & Student Enrollment Data Files

Table 41 shows teachers in the Pikes Peak region that have a master’s degree or higher by poverty. Table 42 shows the variation among the districts in the Pikes Peak region in regards to teacher experience. On average, there is no clear relationship between teachers’ education level or experience and poverty.

Table 41. Pikes Peak Region - Teachers with Master's Degree or Higher by School Poverty

District	Total Teachers	≤ 25% FRL	Between 26% and 50% FRL	51% and Above Free or FRL
Harrison 2	732	17%	36%	33%
Widefield 3	497	42%	42%	42%
Fountain 8	309	46%	45%	
Colorado Springs 11	N/A	N/A	N/A	N/A
Cheyenne Mountain 12	249	58%	---	---
Academy 20	1131	44%	43%	---
Lewis Palmer 38	276	49%	---	---
Falcon 49	405	37%	40%	---
Canon City Re 1	251	---	69%	61%
Pueblo City 60	1035	---	51%	41%
Pueblo County Rural 70	412	45%	48%	---
Woodland Park Re 2	194	54%	---	---
Region Total/ Average	5683	45%	47%	39%

Source: CDE HR & Student Enrollment Data Files

Table 42. Pikes Peak Region - Teachers with Three Years Experience or More by School Poverty

District	Total Teachers	≤ 25% FRL	Between 26% and 50% FRL	51% and Above Free or FRL
Harrison 2	732	30%	71%	64%
Widefield 3	497	79%	83%	77%
Fountain 8	309	89%	86%	
Colorado Springs 11	1910	78%	76%	68%
Cheyenne Mountain 12	249	86%	---	---
Academy 20	1131	78%	79%	---
Lewis Palmer 38	276	74%	---	---
Falcon 49	405	71%	67%	---
Canon City Re 1	251	---	93%	87%
Pueblo City 60	1035	---	85%	74%
Pueblo County Rural 70	412	82%	80%	---
Woodland Park Re 2	194	80%	---	---
Region Total/ Average	7401	78%	80%	70%

Source: CDE HR, Licensure, & Student Enrollment Data Files

Table 43 shows the percentage of completely certified teachers in the Pikes Peak region by poverty. On average, the percentage of completely certified teachers decreased as poverty increased. However, Canyon City and Pueblo County Rural showed an opposite relationship where the percentage of completely certified teachers increased as poverty increased.

Table 43. Pikes Peak Region - Completely Certified Teachers by School Poverty

District	Total Teachers	≤ 25% FRL	Between 26% and 50% FRL	51% and Above Free or FRL
Harrison 2	703	---	90%	86%
Widefield 3	488	91%	95%	88%
Fountain 8	299	92%	96%	---
Colorado Springs 11	1832	95%	93%	89%
Cheyenne Mountain 12	224	95%	---	---
Academy 20	1066	95%	96%	---
Lewis Palmer 38	261	95%	---	---
Falcon 49	398	90%	87%	---
Canon City Re 1	247	---	98%	96%
Pueblo City 60	956	---	96%	91%
Pueblo County Rural 70	398	93%	94%	---
Woodland Park Re 2	189	93%	---	---
Region Total/ Average	7061	94%	94%	89%

Source: CDE HR, Licensure, & Student Enrollment Data Files