



Colorado Center for Rural Education

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CCRE was established in 2016 at UNC to help improve rural education in the state.

What We Are Doing to Improve Rural Education

Our commitment to connect, convene, and build the capacity of rural educators

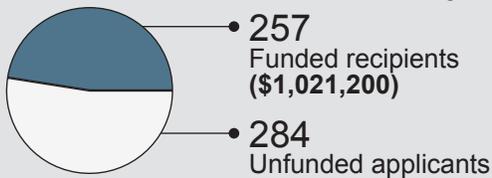
Connect **Convene** **Capacity Building**

aims to improve rural student outcomes by strengthening the teacher pipeline. We target people ages 15 through 50 plus, including secondary students, teacher candidates, career changers, and practicing teachers, to improve teacher recruitment, collaborative preparation, and retention in rural Colorado.

And we have awarded hundreds of stipends to help attract, develop, and retain rural educators.

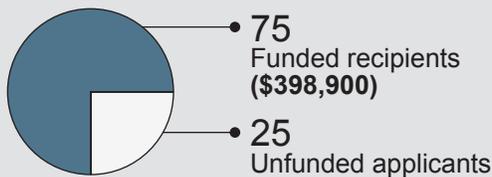
Recruitment Stipends

(teacher candidates and career changers)

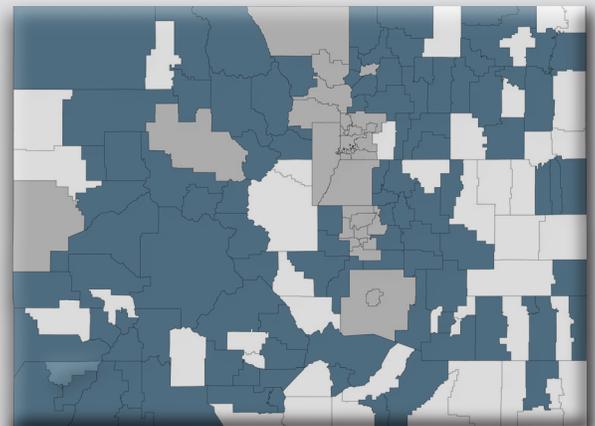
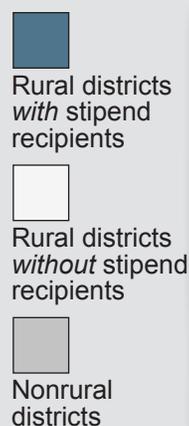


Retention Stipends

(practicing teachers)



Colorado Stipend Recipient Map

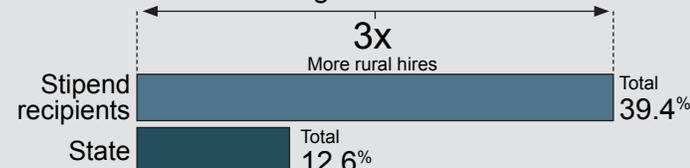


Teacher Retention and Placement Outcomes in Colorado

Recruitment

Due to factors such as lower pay and geographic isolation, many rural schools face challenges in recruiting and hiring new teachers. Recruitment stipends for teacher candidates aim to address this challenge by providing them with \$4,000 to complete their student teaching in a rural school.

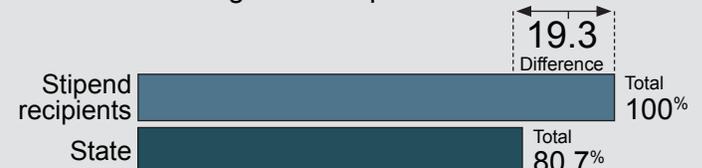
Teacher candidates who received recruitment stipends were over three times more likely to be hired by a rural/small rural district in the state in 2017 than were EPP graduates across Colorado.



Retention

Research suggests teacher turnover may cost between \$10,000 and \$26,000 to replace a single teacher after recruitment, hiring, and induction.¹ It may also hurt student achievement and school climate.² Retention stipends provide funding for practicing rural teachers to help them continue professional learning and keep them in their schools.

Teachers who received retention stipends had 100% one-year retention, compared to only 80.7% for all rural teachers in the state during a similar period.³



Connect With Us to Learn More

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¹ Barnes, G., Crowe, E., & Schaefer, B. (2007). *The cost of teacher turnover in five school districts: A pilot study*. National Commission on Teaching and America's Future.

² Ronfeldt, M., Loeb, S., & Wyckoff, J. (2013). How teacher turnover harms student achievement. *American Educational Research Journal*, 50(1), 4-36.

³ Meyer, S. J., Espel, E. V., Weston-Sementelli, J. L., & Serdiouk, M. (2019). *Teacher Retention, Mobility, and Attrition in Colorado, Missouri, Nebraska, and South Dakota* (REL 2019-001). Regional Educational Laboratory Central.