



FAQs for Teachers

Q: I don't have a teaching license yet, what do I need to do?

A: Out-of-State Licensure Info

- If you are transferring from another state and already have your teaching license, please inquire with the Colorado Department of Education (CDE) regarding application process and requirements. Unfortunately, we do not have the specifics as the CDE's license rules change from time to time. You can call the CDE at 303.866.6628 for more information (licensing office business hours M-F 7:30am - 12:30pm). The CDE will not speak to a third party, therefore, our team cannot contact them to ask about your information. You can also try their website: <http://www.cde.state.co.us/cdeprof>. Another link you can try is the Licensure Requirements for Out-of-State and Foreign Applicants page: https://www.cde.state.co.us/cdeprof/licensure_outstate_faq.

Alternative Licensure info

- If you are interested in becoming a teacher but didn't pursue a degree in Education, there are several resources/pathways available for you to become a qualified teachers in what we call Alternative Licensure process.
- You will need at minimum a Bachelor's degree, as well as a Teaching License from Colorado Department of Education (CDE). To begin, here are some resources to review from CDE:
 - Explore which Alternative program best fits your needs as you work towards your Bachelor's degree. Check this link for more information: <https://www.cde.state.co.us/cdeprof/educator-preparation-institution-search>
 - Another link from CDE website for additional information regarding Alternative License: <https://www.cde.state.co.us/cdeprof/altteacheroverview>
- The Educator Talent Licensing Office provides Colorado educators with certification, by evaluating applications and issuing licenses and authorizations to qualifying individuals. For information regarding licensure, visit <http://www.cde.state.co.us/cdeprof>.
- When applying to teaching positions within DPS, if pursuing an alternative license, please indicate "Alternative Teacher License" when asked about licensure. You can also indicate "Teacher License - Applied CDE" and note the current date, if you have not yet received your licensure to teach in Colorado.

Q: I want someone to review my teaching history before I apply, I want to know exactly how much I will make as a teacher at DPS.



A: Should you receive an offer from DPS, our Compensation Team will review your resume and work history thoroughly to determine your salary. That said, until a job offer has been made, we cannot provide you with an exact number, but we encourage you to use this tool to get an estimate of your potential earnings. See DCTA Teacher Salary Schedule: <http://careers.dpsk12.org/teachercomp/compensation-your-first-year/>.

Q: I can't apply to the teacher position at [specific school]. What should I do?

*A: If the candidate is **external or internal non-DCTA**: Have you applied to the General Teaching Pool and completed the teacher screening process?*

- **Candidate answers YES:** Check for common issues (like documents with foreign characters, browser issues, pc vs mac, etc.) If issue persists and no common issues are the cause, reach out to Teach in Denver.
 - Please remember we still have the issue where if a candidate went through the screening process as an external candidate and then became an internal candidate, their screening package does not transfer over. You will need to reach out to Teach in Denver to resolve this issue.
- **Candidate answers NO, tell candidate:** In order for you to be able to apply to school specific positions, you will need to complete our teacher screening process through our General Teaching Pool posting. To get started, you can apply to it through our job board using the following link: <http://tinyurl.com/y9msyjg>. You should receive an email with next steps within the next couple of days, as long as you receive a confirmation email that your application has been submitted correctly.
- For any special cases, email teachindenver@dpsk12.org for additional support.

*If the candidate is **internal DCTA**: Submit a ticket to BIS - they should be eligible to apply.*

Q: What type of teacher roles/positions qualify for work visa sponsorship?

A: DPS sponsors visas for the following:

- Visa sponsorship is available for "Hard-to-fill" positions only: Secondary Math, Secondary Science, Special Education, and ELA-S.
- Visa sponsorship is only available for full-time teacher (1.0 FTE) positions and in regular DPS schools (not charter schools).
- Part-time teacher roles, para-professionals, long-term sub/guest teachers roles are NOT eligible for visa sponsorship.
- Denver Public Schools offers two type of work Visas (J1 visa: Exchange program visa & H1B visa: Work visa) for additional questions please email: employee_relations@dpsk12.org.



Q: I applied to the General Teaching pool last year and completed the teacher screening process, do I need to go through it again?

A: No, screenings are valid until the end of the following year when completed. We do recommend you apply to the newest General Teaching Pool to notify our recruiters that you are still interested in positions with our district.