

Discover a World of Opportunity™

EDUCATOR HOUSING SURVEY

Dec 2017

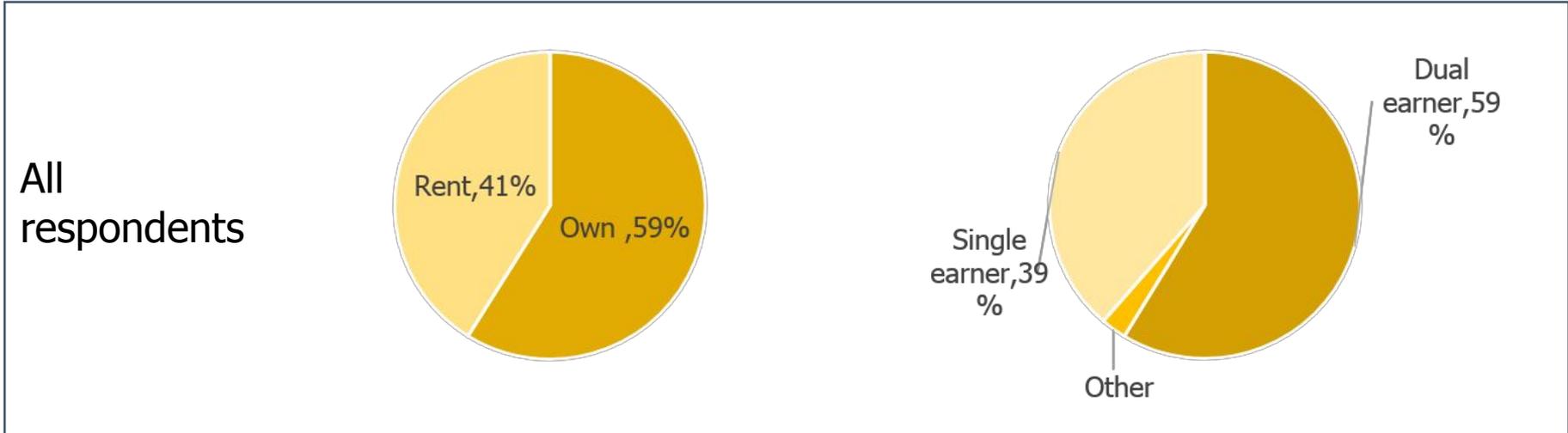
CONTEXT

- Pen and paper survey
- Administered in several faculty meetings
- 233 responses
- Some respondents self-identified. From them, we know:
 - The survey was answered by teachers, SSPs, School Leaders, paras, office support
 - We have responses from teachers teaching in CEN, SE, SW, and FNE (no representation from NNE or NW). We are able to identify regions for 76% of responses.

HOUSING AT A GLANCE

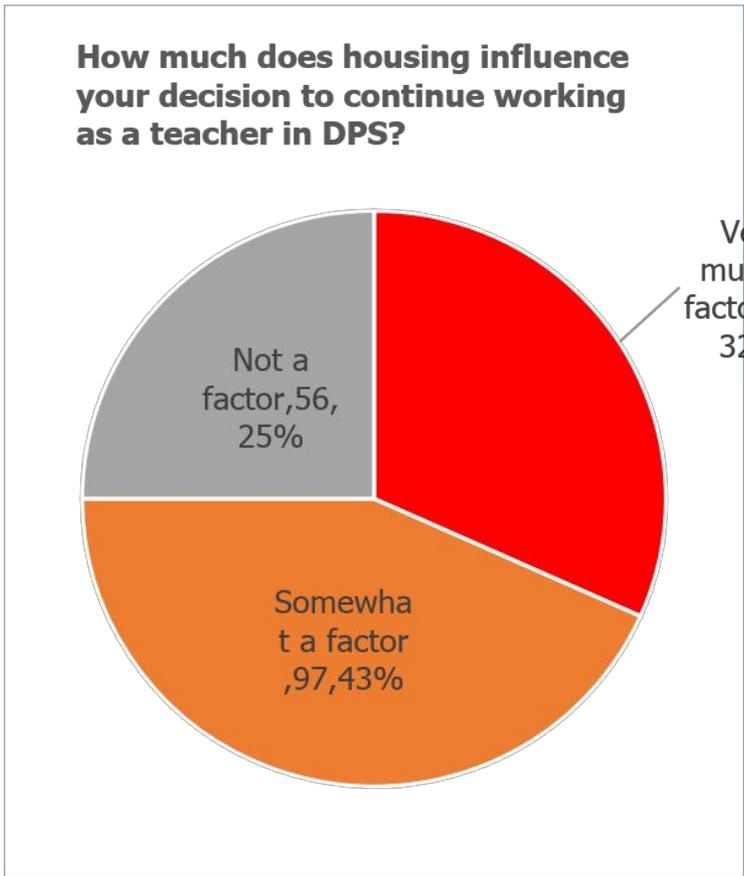
59% of respondents own their homes

And 39% are covering the costs on their own

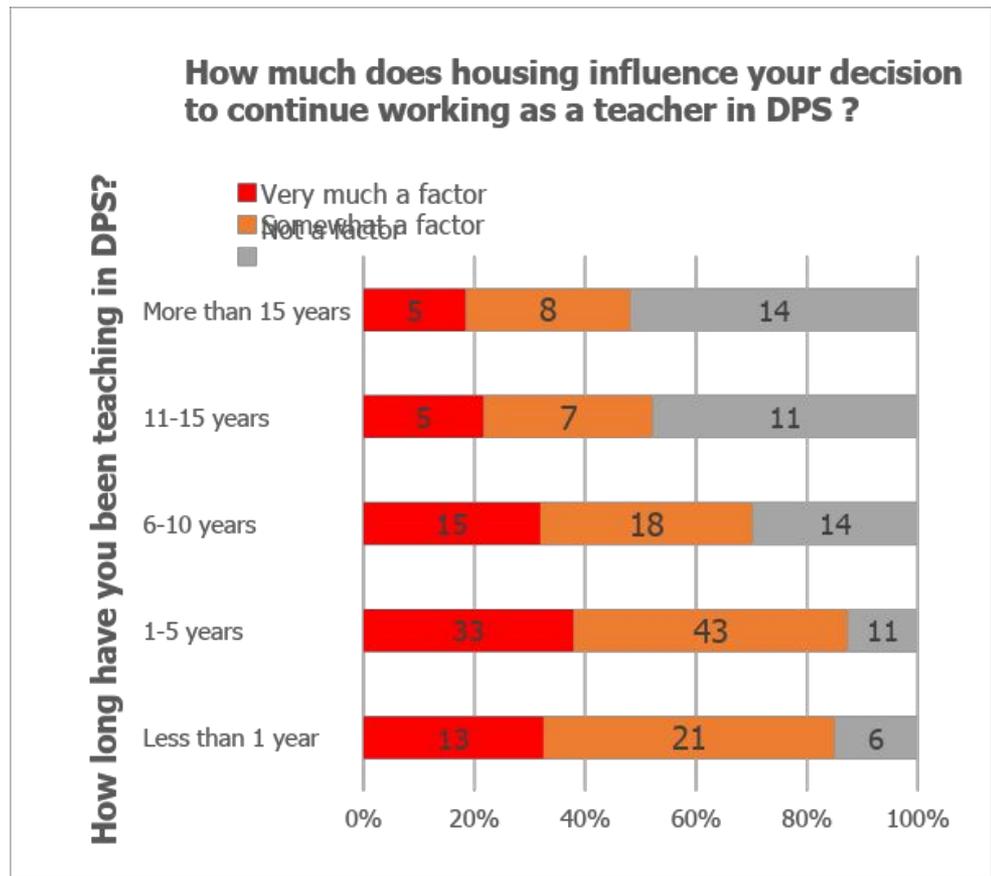


RETENTION RISK

3/4 of respondents indicate that housing plays a role in their decision to continue teaching at DPS



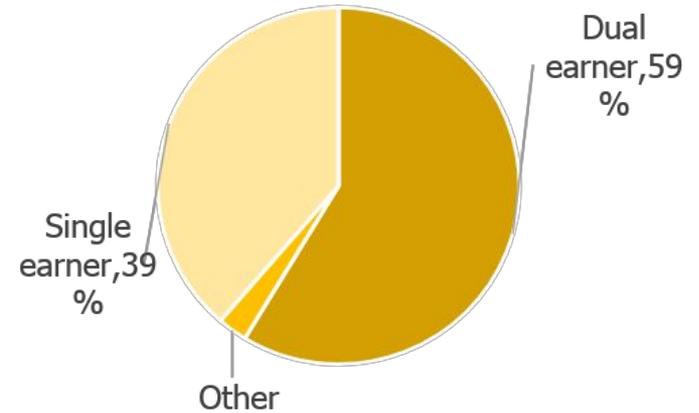
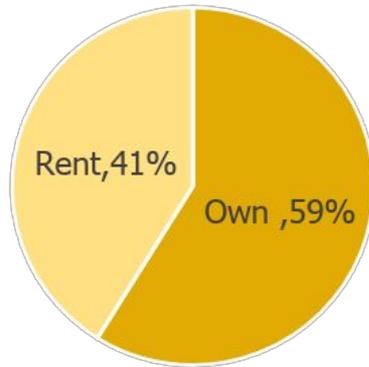
Our newer teachers are at higher risk of leaving because of housing



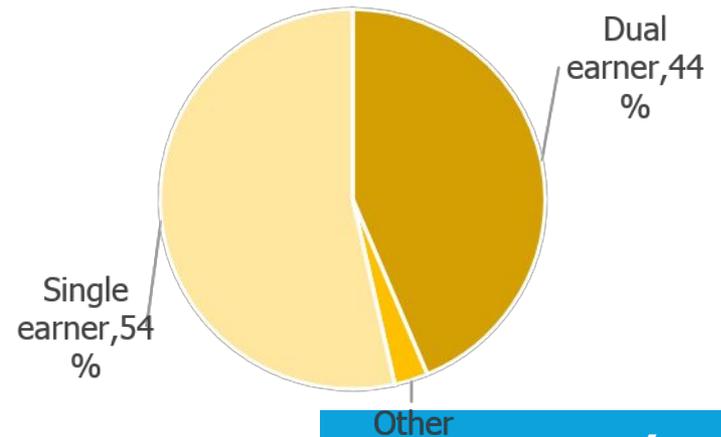
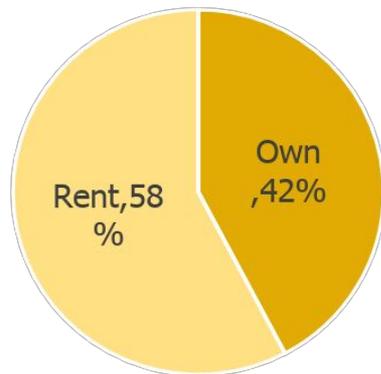
AT-RISK TEACHERS

Those who say housing is very much a factor are more likely to be renting and less likely have help covering housing costs

All respondents



Respondents who say housing is very much a factor in decision to stay at DPS



GEOGRAPHICAL DISTRIBUTION

Biggest concern is in FNE, where student enrollment is expected to grow

Far Northeast:
44% say housing very much a factor

Central:
37% of teachers say housing very much a factor

Southwest:
30% of teachers say housing very much a factor

Lower concern in Southwest might be linked to lower housing costs

Too few responses from other regions

ASSISTANCE OPTIONS

Low down-payment programs have high appeal

Would you apply if offered through an outside organization for DPS Educators?	All Respondents	Respondents who say housing is very much a factor
Lower-than-market-rate apartments	34%	54%
Down payment savings assistance	53%	61%
Low down payment home-buying program	34%	76%

WHAT ELSE DID WE HEAR?

- Any other comments or thoughts related to housing?

a million,
email me!*

I am really sad that our families can not afford to live here and at some point I won't be able to either.

Has the district thought about buying/developing housing in hard to staff regions (i.e. FNE) to incentivize teaching there?

Denver is CRAZY expensive. We are having to sell our home and move because I can't even afford to live in the city I teach in and that's WITH double income...Denver employers need to account for the housing market :/

Higher salaries would help teachers better afford housing as well.

It's a killer right now!!

I live in Aurora, wish I could afford to live in Denver.

If my fiance was not a software developer, I would not be able to afford to be a teacher in Denver.

I do not think the district should be working to provide teacher housing and should instead use resources some other way to support retaining teachers

My monthly take-home is about \$3,500. I pay \$1,100 in rent. Its simply not sustainable. My salary/its potential for growth combined w/ the cost of living and repaying my loans makes the possibility of me being a teacher for longer than 5 years very, very small. Which is disappointing. I really love it

It is difficult to afford to live where I work

***57 Respondents provided contact information for follow-up interviews or focus groups**