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

All respondents

- Rent, 41%
- Own, 59%

Dual earner, 59%

Single earner, 39%

Other
RETENTION RISK

¾ 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

How much does housing influence your decision to continue working as a teacher in DPS?

- Not a factor, 56%, 25%
- Somewhat a factor, 97%, 43%
- Very much a factor, 32%
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.

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

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

Far Northeast:
44% 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

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

- 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

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

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