

# Educator Effectiveness

A COLORADO PRIORITY

cde

e-newsletter

January 2012

An exceptional education for our children starts with exceptional teachers and leaders. S.B. 10-191—educator evaluation-- is at the crux of making our education agenda come together to improve student achievement. Through supporting educators by providing clear, specific feedback, and ongoing professional development, we can ensure our students are prepared for an active career in Colorado.

## Background on S.B. 191

### Purpose

- To invest in a system to evaluate the effectiveness of all licensed personnel in order to provide meaningful feedback to educators about their practice and improving the quality of education in Colorado
- To ensure that one of the purposes of evaluation is to provide a basis for making decisions in the areas of hiring, promotion, assignment, professional development, and retaining non-probationary status of contract personnel
- To ensure that educators are evaluated in significant part based on the impact they have on the growth of their students

### Effects

- Creates a statewide standard describing what it means to be an “effective” teacher or principal in Colorado
- Creates a focus on providing meaningful feedback and support to educators to improved their practice
- Ensures that academic growth accounts for half of an educator’s annual evaluation
- Prohibits forced placement of teachers
- Makes non-probationary status “portable”
- Ensures an annual evaluation of all teachers and principals
- Changes non-probationary status from one that is earned based on years of service to one that is earned based upon three consecutive years of demonstrated effectiveness
- Provides that non-probationary status may be lost based upon two consecutive years of ineffectiveness

## Principles & Philosophy of Implementation

CDE believes that the most critical aspects of educator effectiveness focus on supporting professional growth and development of all educators. We want to implement a system that provides useful and timely feedback to professionals that are linked to meaningful professional development opportunities. Continuous improvement of the system itself is a core belief of the CDE staff. Each year, we know we will learn more about how to develop and implement complex systems such as these and we are committed to improving the system over time.

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## Accomplishments

- ✓ CDE has selected 27 pilot districts to pilot the state evaluation model elements
  - ✓ CDE developed and created the principal /assistant principal rubric and user guide for the professional practice portion of the evaluation rating
  - ✓ CDE has rolled out the principal/assistant principal professional practice side of the evaluation system (50% of the total evaluation rating) in our pilot districts
  - ✓ CDE has trained all 27 districts on the principal/assistant principal quality standards and the rubric instrument for coming up with the professional practices rating (50% of the total evaluation)
  - ✓ CDE has drafted the teacher rubric for beta testing and feedback in several pilot districts this spring to prepare for the full teacher pilot roll out next year. We are currently conducting many focus groups on the teacher rubric
  - ✓ CDE has launched a resource bank that identifies research, processes, tools and policies that a district or BOCES may use to implement the evaluation system
  - ✓ CDE has launched an Educator Effectiveness Newsletter to update the state on implementation efforts
  - ✓ CDE has started the work of defining the student growth side of the evaluation. That will be determined through a regional process with experts, teachers and staff to provide guidance and more clarity to the field on what growth measures could be used for evaluation purposes. This process is known as the CDE "Content Collaboratives"
  - ✓ CDE has developed a full-scale research plan to evaluate the effects of SB 191 and the pilot process (with assistance from McREL)
  - ✓ CDE has hosted, with the Legacy Foundation a district partner summit to learn from districts that have their own evaluation systems (DPS, Harrison, Eagle, Brighton)
  - ✓ CDE is working in partnership with CASE, CASB, CEA to provide content for day-long workshop on March 5<sup>th</sup> on the implementation of S.B. 191.
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## Where We Are Now

The pilot and pilot-integration districts are implementing the draft state system during 2011-12 and 2012-13 and providing CDE feedback into what needs to be improved and changed in the system prior to statewide roll out. Other districts that are not in the pilot can still try the model system by downloading the evaluation rubric and user guide from the CDE website and beginning to talk to school staff and stakeholders about the new expectations of the evaluation system.

To assist all districts in the transition to the new evaluation requirements, CDE is developing a "preparation" toolkit to enable districts to conduct a readiness assessment, and a step-by-step guide for preparation of implementation of S.B. 191 in 2013-14.

In addition, CDE is developing a comprehensive communications plan for reaching boards, superintendents, teachers, community, policymakers, parents, higher education, as statewide roll-out becomes closer.

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## Timelines

**November 2011:** Colorado State Board of Education promulgates rules and sends the rules to the AG's office and legislature for approval.

**February 2012:** General Assembly reviews the rules and either approves or repeals provisions.

**May 2012:** For any provisions that are repealed by the General Assembly, the State Board promulgates emergency rules and re-submits to the General Assembly for review.

## District Implementation Timeline

**2010-2011:** Beginning in February 2011, districts should review personnel evaluation systems to ensure compliance with statutory and state board requirements and prepare for implementation of additional requirements. During this year, CDE will gather information about current evaluation systems and best practices and develop a resource bank for all districts and schools.

**2011-2012:** CDE will select pilots and begin work with pilot districts to implement and test the state system that is based on the quality standards promulgated in the rules. CDE will continue to populate a resource bank that identifies assessments, processes and tools that a district or BOCES may use to implement the evaluation system.

**2012-2013:** The new state-developed performance evaluation system (including teacher evaluations and the use of student growth measures) will continue to be piloted by 27 districts across the state.

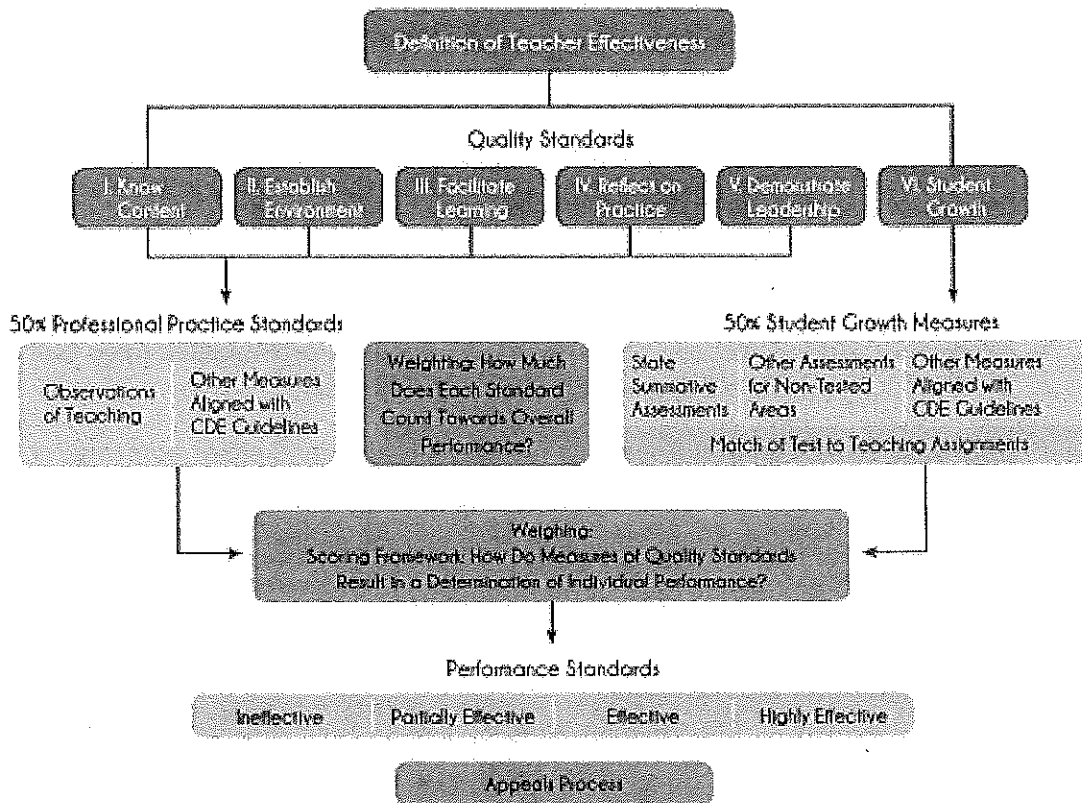
**2013-2014:** New state evaluation expectations will be implemented statewide consistent with the statute and promulgated rules. Demonstrated effectiveness or ineffectiveness will begin to be considered in the acquisition of probationary or non-probationary status.

**2014-2015:** New performance evaluation system will be finalized on a statewide basis. Demonstrated effectiveness or ineffectiveness will be considered in the acquisition or loss of probationary or non-probationary status.

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Questions, visit the website at: <http://www.cde.state.co.us/EducatorEffectiveness/index.asp>

## Framework for System to Evaluate Teachers



## Framework for System to Evaluate Principals

