

Educator Effectiveness Update

SB 191 & Licensure

Colorado Department of Education

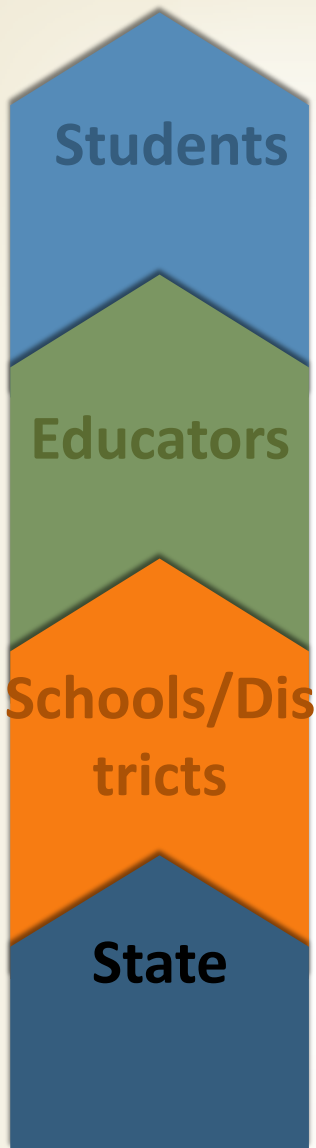
Educator Effectiveness

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COLORADO
DEPARTMENT of EDUCATION





Students

Educators

Schools/Districts

State

Goals

Successful students

Prepare students to thrive in their education and in a globally competitive workforce.

- Ensure every student is on track to graduate postsecondary and workforce ready.
- Increase achievement for all students and close achievement gaps.
- Ensure students graduate ready for success in postsecondary education and the workforce.
- Increase national and international competitiveness for all students.

Great teachers and leaders

Ensure effective educators for every student and effective leaders for every school and district.

- Increase and support the effectiveness of all educators.
- Optimize the preparation, retention, and effectiveness of new educators.
- Eliminate the educator equity gap.

Outstanding schools and districts

Build the capacity of schools and districts to meet the needs of Colorado students and their families.

- Increase school and district performance.
- Foster innovation and expand access to a rich array of high quality school choices for students.

Best education system in the nation

Build the best education system in the nation.

- Lead the nation in policy, innovation, and positive outcomes for students.
- Operate with excellence, efficiency, and effectiveness to become the best SEA in the nation.
- Attract and retain outstanding talent to CDE.

Driving Questions

What do we want students, educators, schools, and districts to know and be able to do?

How will we know if expectations are met?

How will we respond when help is needed and to support continued growth?

	What do we want students, educators, schools, and districts to know and be able to do?	How will we know if expectations are met?	How will we respond when help is needed and to support continued growth?
Students	Colorado Academic Standards	Assessments	<ul style="list-style-type: none"> • RTI • PBIS • Targeted interventions • IEPs
Educators	Educator quality standards	Educator evaluations	<ul style="list-style-type: none"> • Induction • Mentoring • Professional development plans • Remediation plans
Schools/ Districts	Performance indicators	School and district performance frameworks	<ul style="list-style-type: none"> • Unified planning • Priority • Turnaround

CDE's Educator Effectiveness System of Support

Strategic Partnerships/ Committees

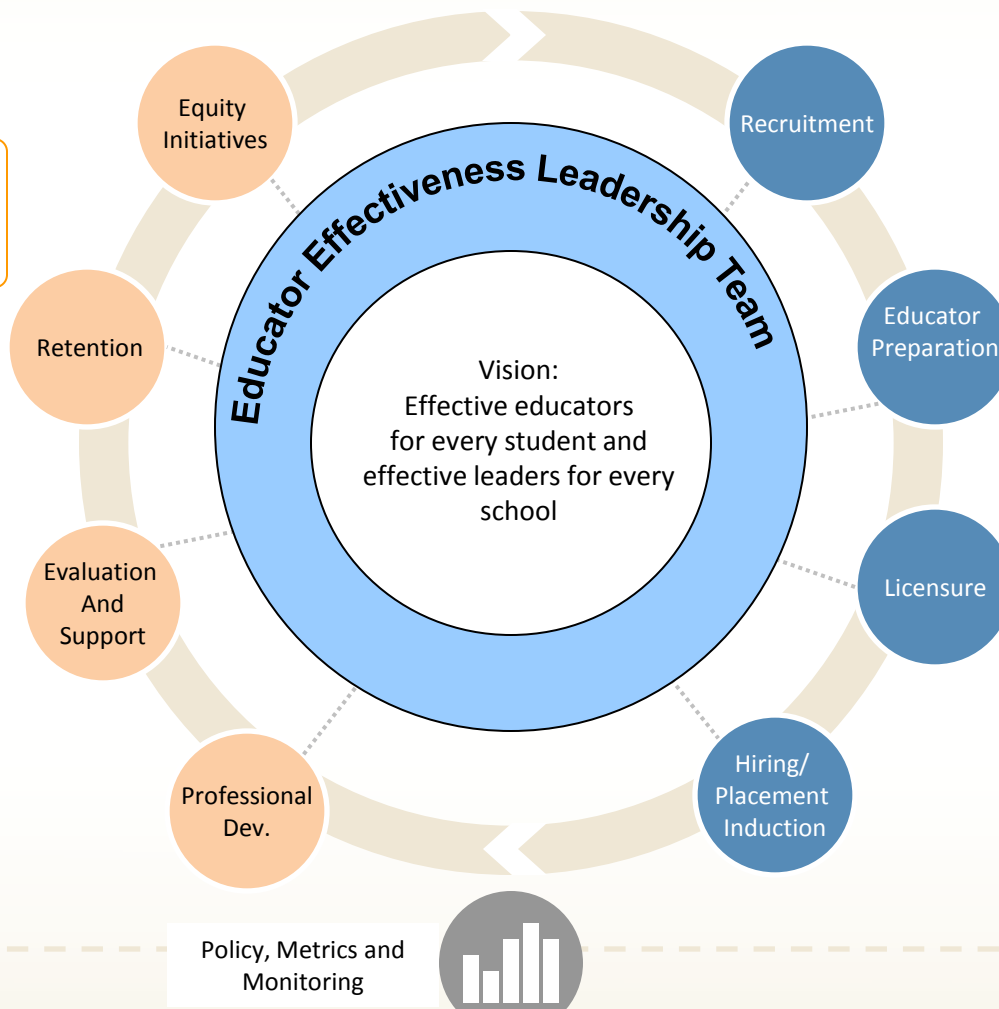


Strategic Partnerships/ Committees



Effectiveness Management
Increase and support the effectiveness of all educators

Talent Pipeline
Attract and develop the best educators



Policy, Metrics and Monitoring



Measures of educator effectiveness and student postsecondary and workforce readiness

COLORADO DEPARTMENT of EDUCATION



Core Components of S.B. 10-191

- Establishes annual evaluations for all licensed personnel
- Bases 50% of an educator's evaluation on student growth
- Requires educators to earn three consecutive years of effective evaluation ratings to be granted non-probationary status
- Removes non-probationary status if an educator receives two consecutive years of ineffective ratings
- Codifies the State Council on Educator Effectiveness which makes recommendations to the State Board of Education regarding implementation of SB 10-191
- Authorizes the State Board of Education to make rules for implementing the bill (the rules include creating a state model system that districts may choose to implement)
- Includes mutual consent hiring practices, requiring the consent of the principal and teacher before job placements can be made

Guiding Principles of State Evaluation System

- 1. Data should inform decisions, but human judgment will always be an essential component of evaluations.**
- 2. The implementation and evaluation of the system must embody continuous improvement.**
- 3. The purpose of the system is to provide meaningful and credible feedback that improves performance.**
- 4. The development and implementation of educator evaluation systems must continue to involve all stakeholders in a collaborative process.**
- 5. Educator evaluations must take place within a larger system that is aligned and supportive.**



SB 191 Timeline of Implementation

2011-12
Development
and Testing,
principal pilot

2012-13
Full pilot:
Teacher and
Principal

2013-14
Statewide Rollout
Principal & teacher
evaluation

2014-15
Full Statewide
Implementation



Pilot of the State Model Evaluation System

- Piloted in 27 districts across the state

CDE Pilot District	CDE/CLF Integration District*
1 Center	1 Centennial
2 Crowley	2 Archuleta
3 Custer	3 Bayfield
4 Del Norte	4 Dolores RE-2
5 Eads	5 Dolores RE-4
6 Jefferson	6 Durango
7 Miami-Yoder	7 Eagle
8 Moffat	8 Ignacio
9 Mountain Valley	9 Mancos
10 Platte Canyon	10 Montezuma Cortez
11 Salida	11 Silverton
12 South Routt	12 Thompson
13 St. Vrain	
14 Valley Sterling	
15 Wray	

*CLF: Colorado Legacy Foundation

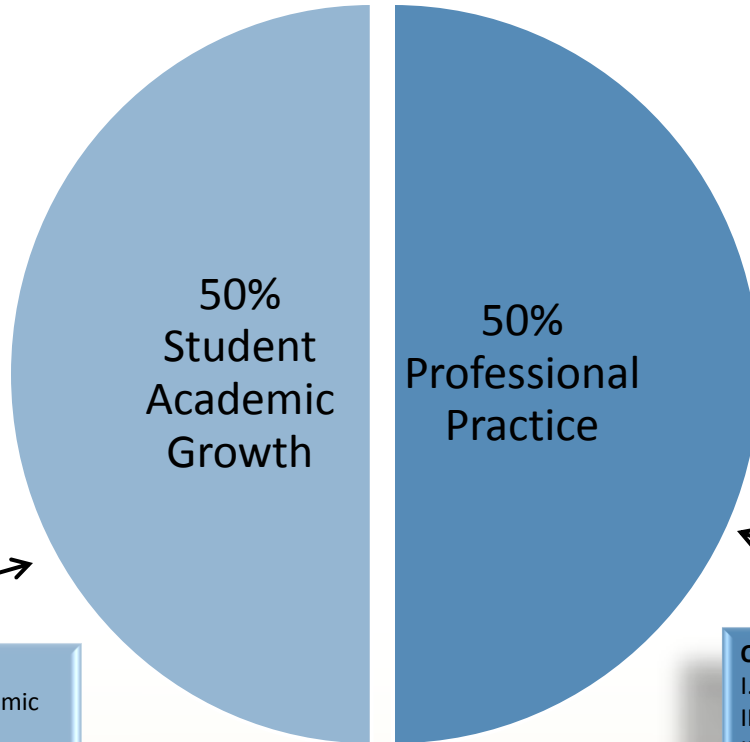
Integration districts are participating in the pilot as well as additional efforts to integrate the implementation of the state's new academic standards. The districts are working in partnership with CDE and CLF.

Structure of Evaluation

Teacher Evaluations

Evaluated using: (1) a measure of individually-attributed growth, (2) a measure of collectively-attributed growth; (3) when available, statewide summative assessments; and (4) where applicable, Colorado Growth Model data.

Evaluated using: (1) observations; and (2) at least one of the following: student perception measures, peer feedback, parent/guardian feedback, or review of lesson plans/student work samples. May include additional measures.



Quality Standard VI:
VI. Responsibility for student academic growth

Quality Standards I-V:
I. Mastery of content
II. Establish learning environment
III. Facilitate learning
IV. Reflect on practice
V. Demonstrate leadership

Implementation Progress

- Continue to train, support and do deeper work with pilots
- Training all districts on system (growth and rubric)(over 38 trainings across the state in the last 9 months)
- Released student learning outcome/growth guidance
- Created a host of Implementation resources:
 - Rubrics
 - Implementation guides
 - Video tutorials
 - Assessment review tool
 - Assessment resource bank



What we are learning

- Principals are a linchpin to this system being effective
- Communication is key
- We are building a learning system – we will continue to refine and improve as we learn what works



- Just “get started!”
- The tools provide a roadmap
- There’s power in this process! It’s changing conversations about professional practice across the state.

Next Steps in the Pilot of the State Model Evaluation System

- **Continue to pilot and finalize validation of rubrics**
- **Continue to train districts that wish to use the state model system**
- **Refine and build supporting tools (teacher/student perception surveys, online tutorials for evaluators to improve consistency of ratings)**
- **Procure an online platform that will allow districts to manage their evaluation process electronically for ease of use and reporting**
- **Prepare districts for 2013-14 implementation**



Questions



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**Sign up for the Educator Effectiveness
newsletter at:**

<http://www.cde.state.co.us/EducatorEffectiveness/index.asp>

On the left-hand side of the page under
“more options.”

Office of Professional Services & Educator Licensure

- **The Colorado Department of Education's Office of Professional Services & Educator Licensure provides three vital functions for the state of Colorado:**
 - 1. Evaluates applications** for and issue educator authorizations, credentials and licenses to qualifying individuals
 - 2. Performs background checks** on all applicants for educator licensure
 - 3. Reviews each educator preparation program** for content rigor and completeness to ensure it addresses the requisite standards established by the Colorado State Board of Education, and **recommends that the state board authorize new programs or reauthorize existing programs** (every five years).

Educator Licensure

- **CDE offers 30 different types of applications for educator authorization, credential and licensure.**
 - **In 2012, evaluators:**
 - Reviewed 37,387 applications
 - Issued 29,582 licenses, credentials and authorizations
 - Reduced the evaluation-process time of a complete application from 16-plus weeks (in 2011 and prior) to 2 to 4 weeks
 - **In 2012, customer support representatives:**
 - Answered 39,413 phone calls from applicants
 - Received and responded to 15,504 applicant e-mails
 - Verified 17,109 official college and university transcripts
 - Assisted 3,089 walk-ins

Enforcement

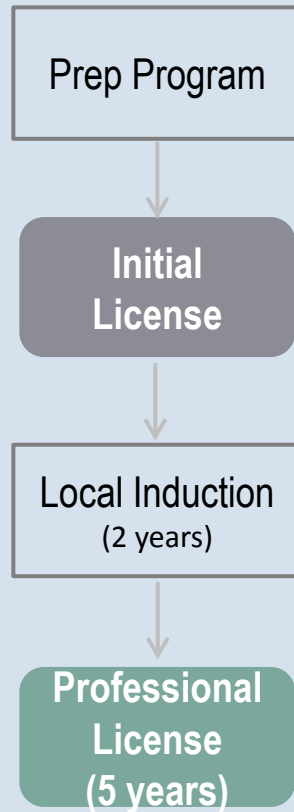
- **CDE's Enforcement Team reviews all applications on which an applicant positively responds to one or more of seven self-disclosure questions. They also look into subsequent arrest reports and incidents reported by law enforcement or district officials:**
 - **In 2012, enforcement investigators**
 - Reviewed 3,287 applications
 - Cleared 3,237 incidents
 - Presented 71 applications to the state board for revocation, rescinding, suspension or denial of licensure
 - **As of Feb. 13, 2013, enforcement investigators were reviewing applications received in mid-January 2013.**

Educator Preparation

- **In 2012, 45 teacher preparation programs were offered through colleges, universities and designated agencies across Colorado:**
 - 19 traditional preparation programs (baccalaureate and post-baccalaureate)
 - 26 alternative preparation programs (post-baccalaureate)
- **In 2012, CDE completed 43 content-area reviews for endorsement programs and recommended the state board:**
 - Authorize 5 new endorsement programs
 - Reauthorize 11 existing programs

Current Licensure Process

Licensure Process



Renews based on
6 credits or 90 hours of
professional development.

Content Knowledge:

As part of the licensure and endorsement process, Colorado law requires that teachers demonstrate their knowledge of content in one of three ways:

- 1) completion of an approved preparation program;
- 2) 24 credit hours in the content area; and/or
- 3) passage of the appropriate content test.

Colorado accepts the PLACE and PRAXIS II exams as demonstrations of content knowledge. On average, 5,780 tests are administered in Colorado each year.

eLicensing

- **On Sept. 1, 2010, CDE began migrating from paper applications to an online system to streamline the application process.**
 - As of June 30, 2011, all applications are submitted through eLicensing – a key contributor to reducing the evaluation-process time.
 - At present, applications submitted complete are often reviewed and approved in less than a week.
 - CDE will soon cease to print and mail licenses and instead will issue electronic licenses via e-mail, resulting in:
 - Cost-savings on printing and postage
 - Immediate notification and delivery of approved licenses to applicants
 - Real-time verification of licensure status for districts

Questions



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