



**COLORADO**  
Department of Education  
Commissioner of Education

201 East Colfax Avenue  
Denver, CO 80203-1799

December 6, 2016

Dear Superintendents and BOCES Directors,

As required by statute and State Board of Education rules, CDE has a role in reviewing and reporting on the implementation of educator evaluation systems, including collecting performance evaluation data and providing aggregated reports back to districts and the public. The reports associated with monitoring evaluation systems statewide are referred to as the Educator Effectiveness Metrics. We have a few updates to the Educator Effectiveness Metrics and the reporting of those metrics:

1. **2014-15 data** - The metrics that all superintendents have access to have just been updated to reflect 2014-15 performance evaluation ratings (see below for more information on how you can access the metrics through a semi-private version of SchoolView). The lag in reporting is due to the timeframe in which districts submit ratings to CDE.
2. **New metrics** - There are two new metrics that reflect the [Teacher Quality Standards](#) and the [Principal Quality Standards](#). These metrics report on the percent of educators in each performance category and the alignment between the professional practice standards and the student growth standard. They can be found under the Effectiveness tab.
3. **Public release** - The Attorney General's office and the State Board of Education confirmed that CDE would need to publicly report aggregated performance evaluation reports, one metric per reporting category. CDE staff selected the minimum amount of metrics required to meet these reporting requirements and will begin reporting in January 2017.
  - More information on the specific metrics is available in the attached [fact sheet](#).
  - Within SchoolView these metrics can be found under "Effectiveness" and "Gap Analysis."
  - CDE will be providing template communications materials to districts prior to the public release of the metrics.

You will need to use this private link to [access the Educator Effectiveness metrics in SchoolView](#). After clicking the link, you will be prompted to enter your CDE identity management (IDM) username (which is your email address) and password. If you are not certain about your IDM log in information please contact your Local Access Manager (LAM). We have noticed that this version of SchoolView doesn't always work with Internet Explorer. If you are able to log in but then can't click on any of the tabs please try to log in with a different browser, such as Mozilla or Chrome.

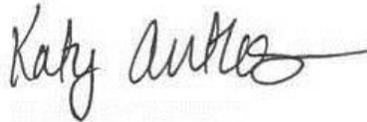
Please remember that this secure link gives superintendents and BOCES directors access to the full suite of Educator Effectiveness metrics for all districts and BOCES in the state. At this point the full suite of Educator Effectiveness metrics in SchoolView are only accessible to people with the secure link provided and an IDM log-in with district/BOCES leadership rights, but districts/BOCES may view other



districts/BOCES reports. A subset of the metrics will become publicly available in January 2017, and those that will be public have additional confidentiality rules applied to them.

As you know, the purpose of Colorado's Educator Effectiveness System (and the accompanying metrics) is to provide valid and actionable information to enable districts, schools and stakeholders to evaluate and improve the effectiveness of their educators. We are committed to supporting the continuous improvement of these types of systems. With that in mind, please continue to provide feedback on the metrics themselves and the reporting of the metrics. Feedback on the metrics themselves or questions about your district's data can be sent to Britt Wilkenfeld on the Educator Effectiveness team at 303-866-6054 or [Wilkenfeld\\_B@cde.state.co.us](mailto:Wilkenfeld_B@cde.state.co.us).

Thank you so much!

A handwritten signature in black ink that reads "Katy Anthes". The signature is fluid and cursive, with a long horizontal stroke extending from the end of the name.

Katy Anthes, Ph.D.  
Interim Commissioner



# Educator Effectiveness Metrics

## Public Reporting of Aggregated Performance Evaluations

Senate Bill 10-191, the Great Teachers and Leaders Act, was passed in support of the notion that every child in every community deserves excellent classroom teachers and building leaders who are supported in their professional growth. Senate Bill 10-191 changed the way principals, teachers, and specialized service professionals are evaluated in Colorado. As required by statute ([C.R.S. 22-9-106](#)) and Colorado State Board of Education rules ([1 CCR 301-87 6.04 \(C\)](#)), the Colorado Department of Education (CDE) has a role in reviewing and reporting on the implementation of these new evaluation systems, including collecting performance evaluation data and providing high-quality data back to districts and the public. **The reports associated with monitoring evaluation systems statewide are referred to as the Educator Effectiveness Metrics.**

### What are the Educator Effectiveness Metrics?

CDE developed a set of Educator Effectiveness Metrics for reviewing and reporting on the results of the implementation of new educator evaluation systems. The metrics are based on best practices for evaluating the implementation of new systems and guidance from State Board of Education rules. The metrics provide districts with information they can use to continuously improve their evaluation systems. They also allow CDE to identify districts that may need additional support as well as meet the reporting requirements set forth in statute and State Board rules.

### Timeline

- The majority of the Educator Effectiveness Metrics were shared with superintendents in the fall of 2015 with a few additional metrics shared in the fall of 2016. All superintendents have access to statewide performance evaluation data for the full suite of metrics through SchoolView, including data from other districts. Superintendents have been encouraged to examine their reports and provide feedback to CDE.
- The Attorney General's office and the State Board of Education confirmed in May, 2016 that CDE would need to publicly report aggregated performance evaluation reports, one metric per reporting category (see sidebar for a description of the reporting categories). CDE staff selected the minimum amount of metrics required to meet these reporting requirements.
- **Four Educator Effectiveness Metrics will be reported publicly, via SchoolView, starting in January, 2017.** State-level data for these four metrics can be seen in Figures 1-4. Note that these metrics are reported on a one year lag because of the timeframe by which districts submit performance evaluation data to CDE.

### Public Reporting Requirements

#### Great Teachers and Leaders

[Senate Bill 10-191](#) established new requirements for evaluating Colorado educators which include:

- Annual evaluation of licensed personnel including teachers, principals, and specialized service providers (SSPs).
- Standards for teachers, principals, and SSPs.
- Evaluations based on multiple, fair, transparent, timely, rigorous, and valid methods.
- Student results account for half of an educator's evaluation.
- Ongoing monitoring for continuous improvement.

#### Reporting Categories

In accordance with [Colorado State Board of Education rules](#) on monitoring the new evaluation requirements, CDE is required to publish reports in the following three categories:

1. Increases in the effectiveness of educators (see Figures 1 and 2 for corresponding metrics).
2. Correlations between educators' performance evaluation ratings and student performance outcomes (see Figure 3).
3. The equitable distribution of effective and highly effective educators (see Figure 4).

#### Reporting Guidelines from State Board Rules

CDE will post the educator performance reports on SchoolView. Important publishing guidelines include:

- Only reporting data in the aggregate at the school, district, and state level.
- Only reporting data for groups of five or more educators (so that the performance ratings cannot be identified for any given educator).
- Publishing online on or before Sept. 2015 and annually thereafter.

## Publicly-Reported Educator Effectiveness Metrics

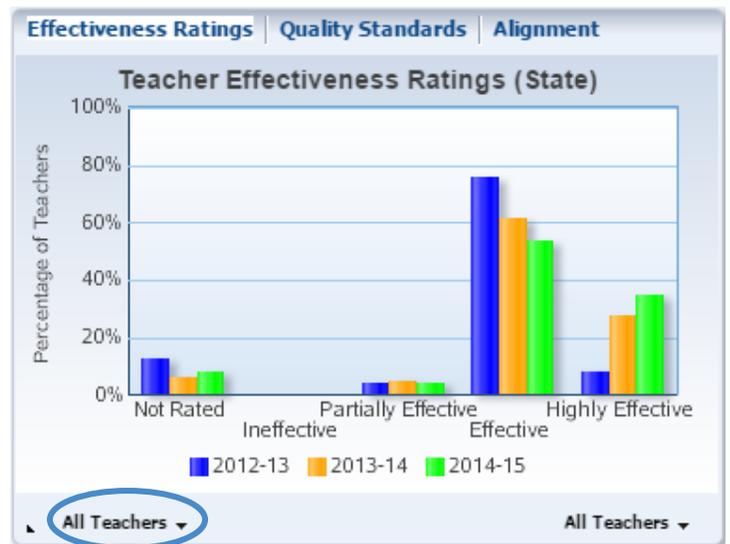
CDE staff selected four Educator Effectiveness Metrics from the full suite of metrics for public reporting. These metrics were selected based on the extent to which they fulfill the need to report within a certain reporting category, ease of understanding, and the utility of the information provided. The metrics are shared below (in Figures 1-4), by reporting category. All metrics show state-level data from the 2014-15 school year.

### Reporting category #1: Increases in the effectiveness of educators

**Figure 1. Overall effectiveness ratings**

The purpose of this metric is to review and report on distributions of overall educator effectiveness ratings over a three-year period in order to capture increases in the effectiveness of educators, in the aggregate.

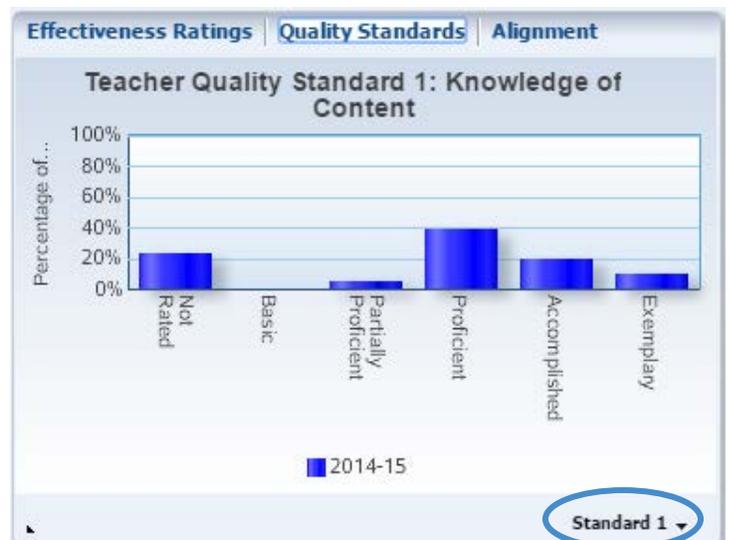
The graph shows the percent of educators in each effectiveness category for the three most recent school years for which CDE has educator effectiveness ratings. Distributions can be examined separately for novice (first, second, and third year) and experienced (four or more years) educators by selecting a sub-group in the bottom left “All Teachers” dropdown.



**Figure 2. Quality Standard ratings**

The purpose of this metric is to review and report on distributions of Quality Standard ratings (Standards 1-6 for teachers and 1-7 for principals) over a multi-year period. As with the overall effectiveness ratings, the intent is to see if, in aggregate, there are increases in the effectiveness of educators at the standard level.

The graph shows the percent of educators in each performance category under each Quality Standard for the three most recent school years for which CDE has standard ratings (currently CDE only has one year of data at the Quality Standard level available). The dropdown in the bottom right corner can be used to select different Quality Standards.

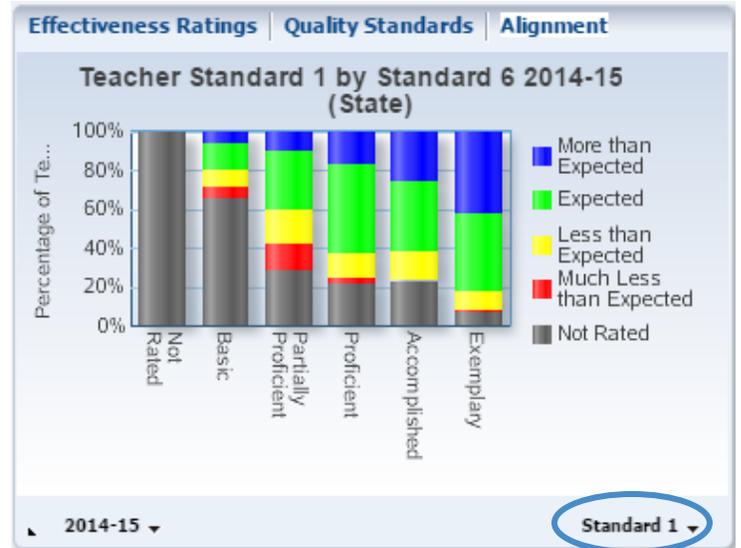


## Reporting category #2: Correlations between educators' performance evaluation ratings and student performance outcomes

**Figure 3. Alignment between professional practice and student growth**

The purpose of this metric is to review and report on the alignment between educator performance on the professional practice Quality Standards (Standards 1-5 for teachers and 1-6 for principals) and student performance as captured by the student growth Quality Standard (Standard 6 for teachers and 7 for principals).

The graph shows the percent of educators who received each student growth rating within each professional practice category for the three most recent school years for which CDE has standard ratings (currently CDE only has one year of data available). The dropdown in the bottom right corner can be used to select different professional practice Quality Standards to examine their alignment with the student growth Quality Standard.

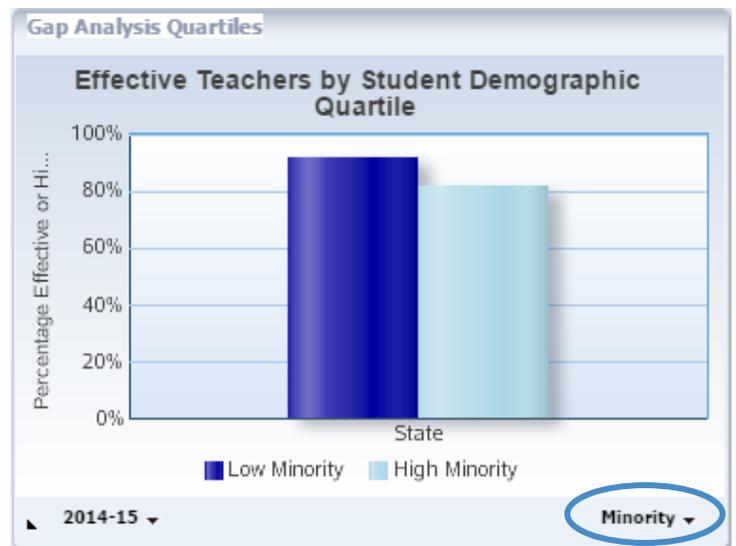


## Reporting category #3: Equitable distributions of effective and highly effective educators

**Figure 4. Relationship between the percent of effective or higher educators and student demographics**

The purpose of this metric is to review and report on the percent of effective or higher educators in schools and districts that serve particularly low or particularly high proportions of students in the following demographic groups: Poverty (indicated by student eligibility for free- or reduced-price lunch), Minority (defined as non-white and non-Hispanic students), and ELL (English Language Learners).

This graph shows the percent of effective or higher teachers (combining teachers who received ratings of effective and highly effective) in low-minority schools in comparison to high-minority schools (based on statewide quartiles). The dropdown in the bottom right corner can be used to select different student demographic groups.



## Where can I learn more?

- To view all EE fact sheets, visit: <http://www.cde.state.co.us/educatoreffectiveness/factsheets>
- For questions about the metrics and/or to provide feedback, contact Britt Wilkenfeld at Wilkenfeld\_B@cde.state.co.us or 303.866.6054.