REVISION PROCESS SUMMARY

In the summer 2018, the Educator Effectiveness Office within the Colorado Department of Education (CDE) engaged in a process to update and revise the rubric for principals/assistant principals in the State Model Evaluation System.

* In June of 2018, a **Technical Working Group** was convened to first review and revise the Principal Quality Standards and Elements.
* The Technical Working Group included:
  + 1 teacher/literacy specialist
  + 1 assistant principal
  + 2 principals (1 elementary, 1 secondary)
  + 2 human resource directors/Educator Effectiveness leaders
  + 1 assistant superintendent
  + 1 superintendent
  + 2 higher education representatives
* The Technical Working Group first identified the **primary goal** for the revision to the State Model Evaluation System for principals. This primary goal included a philosophical shift in the way leadership is evaluated within schools. Specifically, intentions with this revision were to:
  + Provide clear expectations for Colorado principals and assistant principals to continuously improve their practice and advance growth for all students.
  + Offer a clear roadmap for professional growth for both the principal and those aspiring to the principalship to ensure that the principal serves as the instructional and equity leader for both teachers and the community.
* Once the goal of the revision and the Standards and Elements were drafted, the Technical Working Group then revised, modified, or created new professional practices in the State Model Evaluation System rubric. The revised draft reduced the Principal Quality Standards from 6 to 4, the Elements from 25 to 17, and the Professional Practices from 255 to 215.
* Between September and October 2018, **focus groups** took place to invite feedback and suggestions related to the revised draft Principal Quality Standards and Elements, as well as general experiences with evaluation.
  + Fifteen focus groups were held in locations across the state: Aurora, Bayfield, Colorado Springs, Denver, Fountain, Greeley, La Junta, Montrose, Pueblo, Thornton, Steamboat Springs, Windsor, and virtually (online platform)
  + 100 total participants included principals, assistant principals, principal managers, teachers, and instructional coaches
* Between July and December 2018, 61 responses were collected via an **online feedback** form available for additional response and input to the draft revised Principal Quality Standards and Elements, as well as each Professional Practice.
* The Technical Working Group reassembled in December 2018 to make **final edits** to the draft Principal Quality Standards, Elements, and Professional Practices based on feedback provided during the focus group and online feedback form period.
* The State Board of Education **approved** the Principal Quality Standards and Elements during their April 2019 meeting.

DISTRICT/BOCES CONTRIBUTORS

Representatives - including administrators, evaluators, and other stakeholders from the following school districts, BOCES, institutes of higher education, and other statewide organizations participated in the process for the 2018-2019 principal rubric revision:

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| * Adams 12 Five Star Schools * Adams County School District 14 * Adams-Arapahoe School District 28J * Adams State University * Bayfield School District 10 JT-R * Brighton School District 27J * Cherry Creek School District * Colorado Springs School District 11 * Colorado Association of School Executives * Colorado Education Association * Denver County School District * Eagle County School District RE50 * East Otero School District R-1 * El Paso County, Colorado School District 49 * Fountain School District 8 * Garfield School District 16 * Greeley Evans School District 6 * Harrison School District 2 * Hayden School District RE-1 * Jefferson County School District R-1 * Lamar School District | * Las Animas School District Re-1 * Littleton School District 6 * Moffat County School District RE 1 * Monte Vista School District C-8 * Montrose County School District RE-1J. * Northwest Colorado BOCES * Poudre School District R-1 * Pueblo City School District 60 * Pueblo County Rural School District 70 * Rocky Ford School District R-2 * Santa Fe Trail BOCES * Sheridan School District 2 * St. Vrain Valley School District RE-1J * Steamboat Springs School District RE-2 * Summit School District RE-1 * Swink School District 33 * University of Northern Colorado * West Grand School District 1-JT * Weld County School District RE-1 * Wiley School District re-13 JT |

\*Inclusive of participation in the Technical Working Group, focus groups, and/or online feedback.