

Overview

The Colorado Department of Education (CDE) is responsible for several activities that require the collection of data for licensed educators in Colorado. As the entity responsible for issuing and renewing educator licenses, linking student achievement to practicing educators, and monitoring implementation of local educator evaluation systems, CDE must manage and secure information that is sensitive and confidential. This policy provides information about the statutory and regulatory protections that CDE maintains to keep educator data private.

Licensing Records

As required by section 22-2-111, C.R.S., all papers filed at CDE that contain personal information about holders of educator licenses or authorizations are classified as confidential. Each educator has the right to inspect and to have copies made (at the educator's expense) of all information pertaining to the educator. Educators may challenge any such record by formal letter or other evidence, which shall be added to CDE's records. The information may be shared in the normal and proper course of administering licenses and authorizations, but it is otherwise unlawful for any CDE employee or other person to divulge, or make known in any way, any such personal information without the written consent of the educator. Personnel information may be published in the aggregate, so long as the identities of individual educators remain anonymous and the data pool is large enough to prevent the identification of individual educators, which in no instance shall be smaller than five educators.

Performance Evaluation Ratings and Linked Student Achievement Data

Section 22-9-109, C.R.S. clarifies that, while CDE may collect information concerning an individual educator's performance evaluation ratings and student assessments results linked to the educator in order to fulfill its duties as required by law, this information must remain confidential and may not be published in any way that would identify the individual educator.

CDE is authorized to share this data for research purposes, so long as the data is collected per established protocol and is used in a manner that protects the identity of the educator. CDE maintains an Institutional Review Board that reviews all data research requests. More information about this board can be found at: <http://www.cde.state.co.us/research/irb>. The State Board of Education's rules concerning the evaluation of licensed personnel (1 CCR 301-87), in section 6.04(B) further clarify that CDE shall only publicly report data related to performance evaluation ratings in the aggregate at the school-, district-, and state-level, and shall not publicly report this data for cohorts smaller than five educators.