



An Update from CDE Pertaining to Colorado Standards, Educator Effectiveness, and Colorado Content Collaboratives (Assessments)

In a continued effort to provide the most up to date information on important educational work happening in our state, we (CDE) are sending updates on the new Colorado Standards, Educator Effectiveness (S.B. 10-191), Colorado Content Collaboratives and Assessments. When we intentionally integrate rigorous academic standards, engaging learning opportunities, meaningful assessments and excellent educators who are given feedback on their instructional practice and are supported in their professional growth, we can better prepare students for college and careers. Understanding the progress made thus far on these key efforts in our state - as well as what is coming - will help us all as we continue our work with students.

Colorado Standards

Colorado's District Sample Curriculum project is underway. As a reminder, this project emerged from district/field requests for increased support around the new Colorado Academic Standards. In response, CDE's Standards and Instructional Support team is supporting local educators in their process for developing their own curriculum based on the Colorado Academic Standards. Underway this fall, the first phase of the project includes educators creating unit as well as year-at-a-glance overview samples for all 10 content areas within the Colorado Academic Standards, grades K-12. These samples will sequence standards and grade level expectations across a course/year and incorporate 21st century skills and evidence outcomes. To facilitate the creation of these materials, the Office of Standards and Instructional Support is conducting four workshop sessions, each focusing on a particular grade-level band for each content area. [Click here](#) for more information on this project.

Educator Effectiveness

To support districts in implementing the requirements of Senate Bill 10-191, the Colorado Department of Education (CDE) is developing a Colorado State Model Evaluation System for both teachers and principals.

The Colorado State Model Evaluation System uses a year-long cycle which includes regular conversations between the evaluator and evaluatee. The evaluation is not a one-time event or observation, but rather a process that focuses on continuous improvement of the skills, knowledge and student outcomes of the person being evaluated. The cycle allows for districts to determine how many observations are included prior to the mid-year and final reviews.

The principal rubric was piloted in 27 school districts and the teacher rubric was beta tested during the 2011-12 school year. The rubrics have been refined and improved based on feedback and data collected during the first pilot year. The updated rubrics are available on the [CDE Educator Effectiveness website](#). The rubrics will continue to be tested in the pilot districts this year but are available now for review and practice.

Senate Bill 10-191 requires that 50 percent of an educator's evaluation be based on student growth measures. While the Colorado Content Collaboratives work to build an assessment Resource Bank with fair, valid and reliable measures of student learning, CDE is developing a draft guidance document on how to aggregate multiple assessments into one final 50 percent student growth score. This score would be combined with the 50 percent professional practice (or rubric) score and result in an overall rating using the new evaluation system. Draft guidance should be available in December 2012.

Senate Bill 10-191: High-Level Implementation Timeline

2012-13 school year

- The Colorado Model Evaluation System for teachers and principals being piloted (the Colorado Model Evaluation System for principals was also piloted in the 2011-12 school year).
- CDE will collect data, information and feedback and meet with pilot districts to share lessons learned, analyze data and make adjustments to the system as needed.
- Criteria for evaluating other licensed personnel (OLP) will be determined. Other licensed personnel include school audiologists, nurses, occupational therapists, physical therapists, psychologists, social workers, speech-language pathologists, and counselors.

2013-14 school year

- Beginning on July 1, 2013 every school district in Colorado will be required to provide an annual assurance that shows they are implementing the Colorado Model Evaluation System or a locally developed system that meets all statutory and regulatory requirements. CDE will provide an "assurance" template for districts in January 2013 or earlier.
- The new evaluation requirements, based on the Quality Standards, will be implemented statewide. Because it's the first year, a final rating of partially effective or ineffective will not count towards the loss of non-probationary status.
- Rubrics for evaluating other licensed personnel (OLP) will be tested.
- CDE will continue to improve the Colorado Model Evaluation System based on feedback and educator experience.

2014-15 school year

- Evaluations based on the Quality Standards continue to be implemented.
- This will be the first year that a final rating of partially effective or ineffective will be considered in the loss of non-probationary status (after two consecutive years of similar ratings).
- CDE will continue to improve the Colorado Model Evaluation System based on feedback and educator experience.

For more information on educator effectiveness, including four short [overview videos](#) and links to the teacher/principal system [rubrics](#), visit CDE's Educator Effectiveness website at <http://www.cde.state.co.us/EducatorEffectiveness/>.

Colorado Content Collaboratives / Assessment

The 2012 Colorado Content Collaboratives are P-12 Colorado educators brought together to identify high-quality assessments which are aligned to the new Colorado Academic Standards

and appropriate for use in Colorado classrooms. The intent is to gather sample measures in each grade for each subject and establish the beginning of an ongoing build out of an assessment Resource Bank. This Resource Bank will contain assessments that districts may choose to use to measure student learning over time for purposes of educator evaluation (as required by Senate Bill 10-191).

The vision is for the collaboratives to become networks for assessment expertise. Long term goals include:

- Building instructional tools aligned to the standards and responsive to gaps in student learning
- Increasing student achievement through improved instructional and assessment practices
- Establishing authentic and active participation in reform efforts by educators across Colorado

For more information on the Colorado Content Collaboratives work visit

<http://www.cde.state.co.us/contentcollaboratives>.

Respectfully,



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