

**COLORADO STATE BOARD OF EDUCATION**  
**Department of Education**  
**1 COLORADO CODE OF REGULATION 301-97**  
**RULES FOR THE ADMINISTRATION OF**  
**THE SCHOOL TURNAROUND LEADERS DEVELOPMENT PROGRAM**

DEPARTMENT OF EDUCATION

Colorado State Board of Education

RULES FOR THE ADMINISTRATION OF THE SCHOOL TURNAROUND LEADERS DEVELOPMENT PROGRAM

1 CCR 301-95

[Editor's Notes follow the text of the rules at the end of this CCR Document.]

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Authority: Article IX, Section 1, Colorado Constitution. 22-2-106(1)(a) and (c); 22-2-107(1)(c); 22-7409(1.5); 22-13-103 of the Colorado Revised Statutes (C.R.S.).

1.00 Statement of Basis and Purpose.

The statutory basis for these emergency rules adopted on September 11, 2014 is found in 22-2-106(1)(a) and (c), State Board Duties; 22-2-107(1)(c), State Board Powers; and 22-13-103, C.R.S., School Turnaround Leaders Development Program – Rules.

The School Turnaround Leaders Development Program, 22-13-103, C.R.S., requires the State Board of Education to promulgate rules to implement and administer the program. At a minimum, the rules must include: Criteria for identifying approved providers from among those that respond to the request for proposals pursuant to section 22-13-104, C.R.S.; Timelines for the design grant application and approval process; Criteria for awarding design grants to identified providers to partially offset the design and development costs of creating or expanding high-quality turnaround leadership development programs; Timelines for the school turnaround leader grant application and approval process; The requirements for a school turnaround leader grant application, including but not limited to the goals that the applicant expects to achieve through the grant; and Criteria for selecting school turnaround leader grant recipients.

2.00 Definitions.

2.00(1) Charter School: A charter school authorized by a school district pursuant to part 1 of article 30.5 of title 22 or an institute charter school authorized by the state charter school institute pursuant to part 5 of article 30.5 of title 22 of the Colorado Revised Statutes.

2.00(2) Department: The Department of Education created and existing pursuant to section 24-1-115, C.R.S.

2.00(3) Institute: The State Charter School Institute established in section 22-30.5-503, C.R.S.

- 2.00(4) Program: The School Turnaround Leaders Development program created in section 22 13-103.
- 2.00(5) Provider: A public or private entity that offers a high-quality turnaround leadership development program for Colorado educators.
- 2.00(6) School District: A school district organized pursuant to article 30 of title 22, C.R.S.
- 2.00(7) School Turnaround Leader: A principal or teacher leader in a school that is required to adopt a priority improvement plan or turnaround plan pursuant to section 22-11-210, C.R.S. or a district-level administrator or employee of the State Charter School Institute that coordinates and supports turnaround efforts in schools of the School District or Institute Charter schools that implement priority improvement plans or turnaround plans.
- 2.00(8) Turnaround plan: The lowest plan type assigned to a school in Colorado based on the percentage of points earned on the School Performance Framework. A Turnaround plan puts a school on the “five-year accountability clock” per the Education Accountability Act of 2009.
- 2.00(9) Priority Improvement plan: The second-lowest plan type assigned to a school in Colorado based on the percentage of points earned on the School Performance Framework. A Priority Improvement plan puts a school on the “five-year accountability clock” per the Education Accountability Act of 2009.
- 2.00(10) State Board: The State Board of Education created pursuant to Section 1 of Article IX of the Colorado Constitution.

#### 2.01 Turnaround Leadership Development Programs Request for Proposals

The Department will issue a request for proposals (RFP) from providers who seek to participate in the program. Based on the criteria outlined below, the Department will identify one or more providers to provide turnaround leadership development programs for school districts, the Institute, and charter schools that receive School Turnaround Leader Grants. Providers that respond to the RFP may request a one-time design grant to offset the costs incurred in creating or expanding the provider’s Turnaround Leadership Development Programs or may apply to be an identified approved Provider without seeking funding.

##### 2.01(1) Criteria for Identifying Approved Providers and awarding Design Grants.

The Department will develop an RFP, according to the Department’s competitive grants and awards RFP process, which consists of: use of a standard grant application and scoring rubric template; and a fair and equitable application review. The following criteria will be considered for identifying providers from among those that respond to the RFP:

- 2.01(1)(a) Each Provider's experience in developing successful, effective leadership in low-performing schools and School Districts;
- 2.01(1)(b) The leadership qualities that each Provider's turnaround leadership development program is expected to develop;
- 2.01(1)(c) A Provider’s capacity to implement identified program components that make up a comprehensive leadership development experience; and
- 2.01(1)(d) The availability of turnaround leadership development programs for School Turnaround Leaders in public schools throughout the state. The grant program shall seek to ensure approved providers are available for leaders in all regions of the state.

- 2.01(2) **Timeline for approving providers and design grants.** During the 2014-15 school year, the Department will provide funding to identify providers to offset the costs incurred in creating or expanding the provider's Turnaround Leadership Development Programs. Applications will be due to the Department on or before January 1, 2015. Application decision notification will occur on or before February 1, 2015. For the 2015-16 school year and each year thereafter, subject to available appropriations, Turnaround Leadership Development Program Design Grant applications will be due each year by September 30. Application decision notification will occur directly after State Board approval by the December meeting.
- 2.01(3) **Duration of Design Grant Awards.** During the first three years that the program receives appropriations, an identified provider may apply as provided by rule for a onetime design grant to offset the costs incurred in creating or expanding the Provider's turnaround leadership development programs.
- 2.01(4) **Reporting Requirements for All Identified Providers.** Each identified provider shall track the effectiveness of persons who are engaged in and who complete a turnaround leadership development program and report the effectiveness to the department on or before July 1 of the year following the training. The report must use department rubrics to measure the effectiveness of persons who complete the turnaround leadership development program. Each grant recipient must report on the following:
- 2.01(4)(a) Number of participants in program;
  - 2.01(4)(b) Schools served; and
  - 2.01(4)(c) Change in principal or aspiring leaders actions/behavior (as data is available).
- 2.02 **School Turnaround Leader Grants.** Subject to available appropriations, the State Board shall award School Turnaround Leader Grants to one or more School Districts or Charter Schools or the Institute to use in: identifying and recruiting practicing and aspiring School Turnaround Leaders; subsidizing the costs incurred for School Turnaround Leaders and their staff, if appropriate, to participate in turnaround leadership development programs offered by identified providers (both funded and non-funded); and reimbursing the School Turnaround Leaders for costs they incur in completing turnaround leadership development programs offered by identified providers (both funded and non-funded).
- 2.02(1) **Timeline for School Turnaround Leader Grants.** During the 2014-2015 school year, the Department will conduct an initial School Turnaround Leader Grant competition. Applications will be due to the Department on or before February 1, 2015. Application decision notification will occur on or before, April 1, 2015. For the 2015-16 school year and each year thereafter, subject to available appropriations, School Turnaround Leader Grant applications will be due each year by February 5. Application decision notification will occur directly after State Board approval by the April meeting.
- 2.02(2) **Application Procedures for School Turnaround Leader Grants.** The Department will develop an RFP, according to the Department's competitive grants and awards RFP process, which consists of: use of a standard grant application and scoring rubric template; and a fair and equitable application review. The following criteria will be considered for identifying School Turnaround Leader grants:
- 2.02(2)(a) The goals that the applicant expects to achieve through the grant;
  - 2.02(2)(b) The number of individuals to participate in leadership programs, including: existing leaders, aspiring leaders, district managers or support staff;
  - 2.02(2)(c) A clear plan for leadership development, implementation, and application of skills in the schools and district; and

2.02(2)(d) A plan to evaluate impact of program.

2.02(3) Criteria for Selecting Recipients of School Turnaround Leader Grants. The following criteria will be considered in selecting School Turnaround Leader Grant recipients:

2.02(3)(a) For applying school districts, the concentration of schools of the school district or, for the Institute, the concentration of Institute Charter Schools, that must implement priority improvement or turnaround plans. For applying Charter Schools that are implementing priority improvement or turnaround plans will be prioritized.

2.02(4) Duration of School Turnaround Leader Grant Awards. Each school turnaround leader grant may continue for up to three budget years. The Department shall annually review each grant recipient's use of the grant moneys and may rescind the grant if the Department finds that the grant recipient is not making adequate progress toward achieving the goals identified in the grant application.

2.02(5) Reporting Requirements for School Turnaround Leader Grant. Each grant recipient will annually track the effectiveness of persons who complete a turnaround leadership development program and report the effectiveness to the department on or before July 1 of the year following the training. The report must use department rubrics to measure the effectiveness of persons who complete the turnaround leadership development program. Each grant recipient must report on the following:

2.02(5)(a) Number of people who participated and in which programs;

2.02(5)(b) Schools served;

2.02(5)(c) Impact on student achievement; and

2.02(5)(d) Change in principal or aspiring leaders actions/behavior.

2.02(6) Evaluation of School Turnaround Leader Grant Program. The Department will analyze and summarize the reports received from grant recipients and annually submit to the State Board, the Governor, and the Education Committees of the Senate and the House of Representatives, or any successor committees, a report of the effectiveness of the School Turnaround Leader Grants awarded pursuant to this section. The Department will also post the annual report on its web site.