

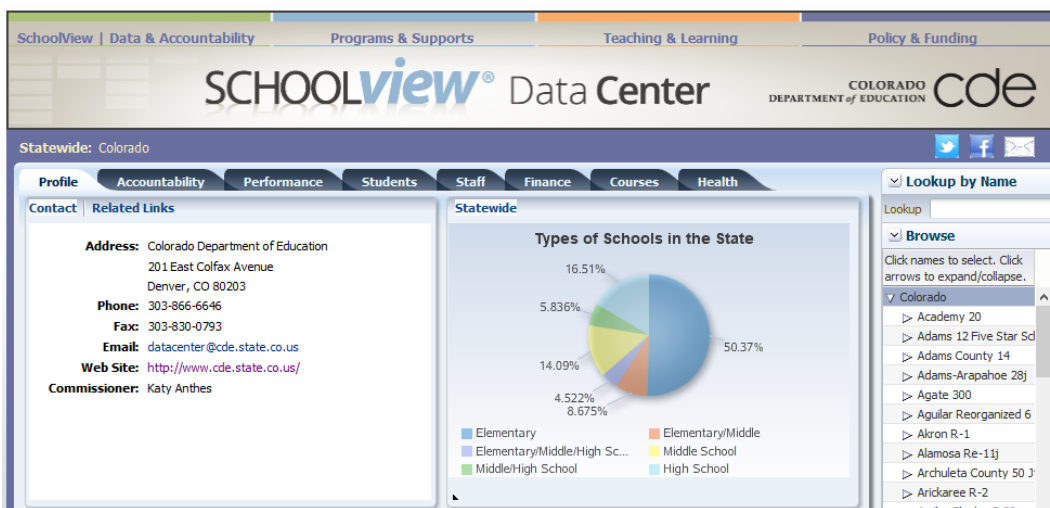
# Educator Effectiveness Metrics

## Instructions for Accessing Reports in SchoolView



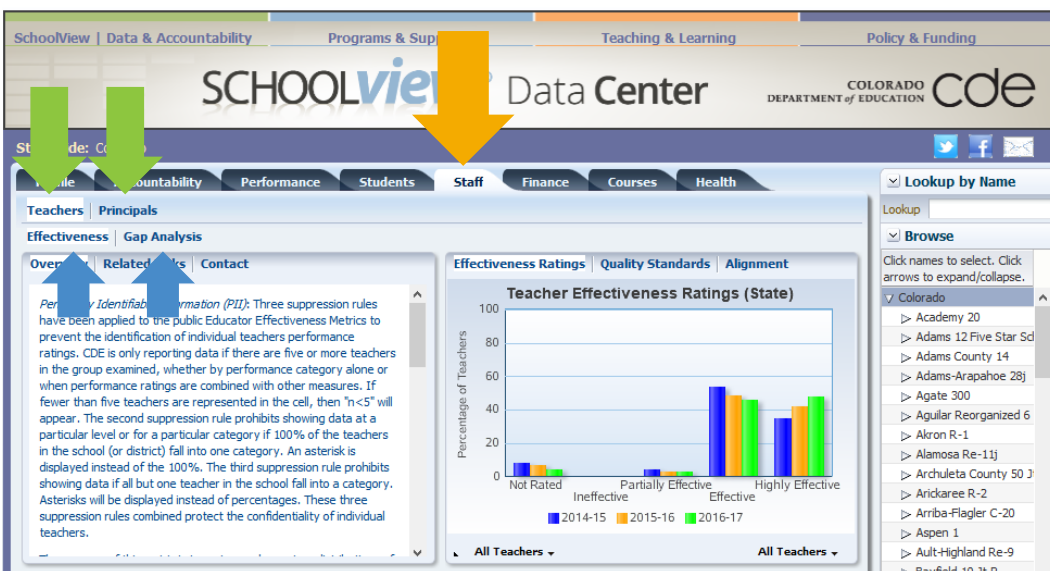
### ACCESSING EDUCATOR EFFECTIVENESS METRICS

1. Visit <http://www.cde.state.co.us/schoolview>
2. Click on **Data Center**, which will link to the SchoolView homepage below.



3. Click on the **Staff** tab.

Both **Teachers** and **Principals** tabs have information for **Effectiveness** and **Gap Analysis**.



### Educator Effectiveness Reporting

As required by statute and State Board of Education Rules, CDE will report only four Educator Effectiveness Metrics for teachers and principals:

- Overall effectiveness ratings
- Quality standards
- Alignment
- Equitable distribution

To prevent individual teachers or principals from being identified in the Educator Effectiveness Metrics, the department has applied three data suppression rules:

- “n<5” will appear if fewer than five teachers are represented in a category alone or combined with other measures
- An asterisk will be displayed if 100 percent of teachers fall in a category (in a school or district)
- An asterisk will also be displayed if all but one teacher in a school or district falls in one category.

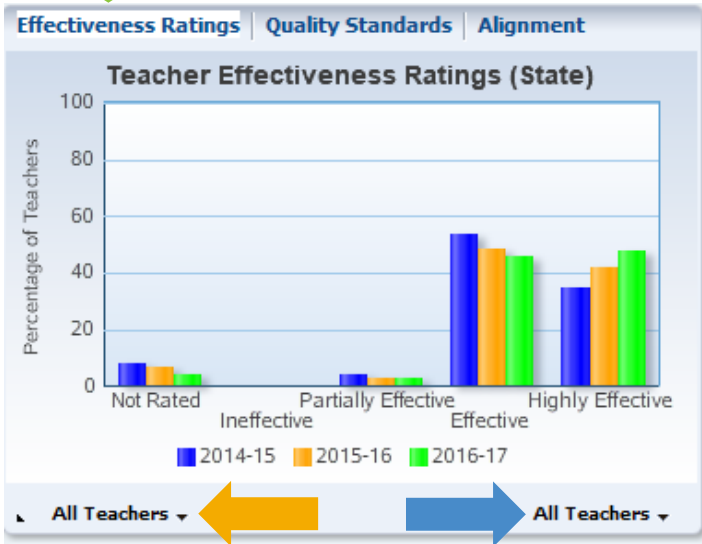
All tabs will have a full description of the metric on the left side under **Overview**. There may also be additional resources under **Related Links** (including a link to the text for the Teacher and Principal Quality Standards).

4. The **Effectiveness** tab includes data for **Effectiveness Ratings**, **Quality Standards**, and **Alignment** metrics.

Each metric will display the information in a **graph** and also breakdown the information in a **table**. Placing the cursor over a bar in the graph will also display the percentage data.

		Novice 2016-17					
Name	Effectiveness Rating	First Year	Second Year	Third Year	Novice 2016-17	Experienced 2016-17	All Teachers 2016-17
Colorado	Highly Effective	26.36%	35.27%	40.92%	31.12%	53.42%	47.72%
Colorado	Effective	57.23%	58.16%	52.78%	56.55%	42.14%	45.83%
Colorado	Partially Effective	6.48%	3.63%	2.19%	5.03%	1.77%	2.60%
Colorado	Ineffective	0.09%	n<5	n<5	0.09%	0.08%	0.08%
Colorado	Not Rated	9.84%	2.90%	3.97%	7.21%	2.78%	3.77%

5. Public Educator Effectiveness Metrics include four metrics for groups of teachers and four metrics for groups of principals:
- The Effectiveness Ratings tab shows the overall teacher or principal effectiveness ratings at the state level.



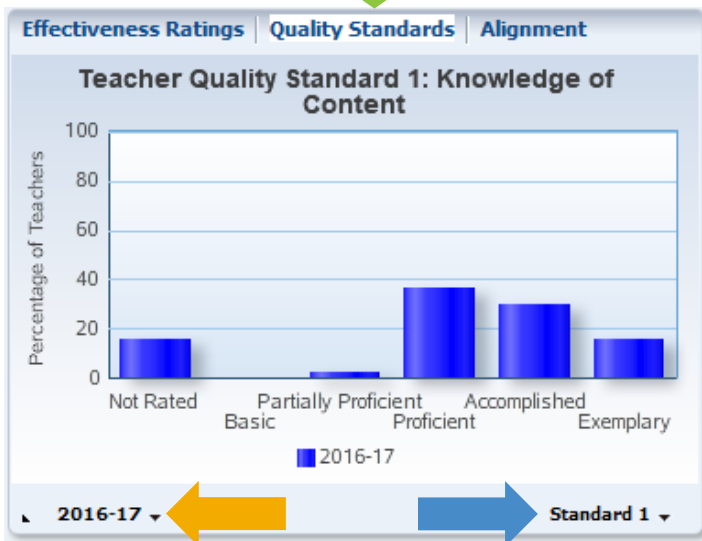
Examine distributions for novice (first, second, and third year) and experienced (four or more years) teachers and principals by selecting the subgroup in the **bottom left “All Teachers” or “All Principals” dropdown**. The dropdown options include:

- All Teachers/Principals
- Novice Only
- Novice vs. Experienced

Further examine these distributions using the **“All Teachers” or “All Principals” dropdown on the bottom right**. The dropdown options include:

- All Teachers/Principals
- Only Rated Teachers/Principals

- The Quality Standards tab shows six standards for teachers and seven for principals. For example, the metric looks at how well teachers know the content, whether they establish good learning environments and how much academic growth their students achieve. Principals also will be rated on their leadership capabilities.



View the data for each **Quality Standard by using the dropdown in the bottom right corner**.

For **teachers**, there are six standards:

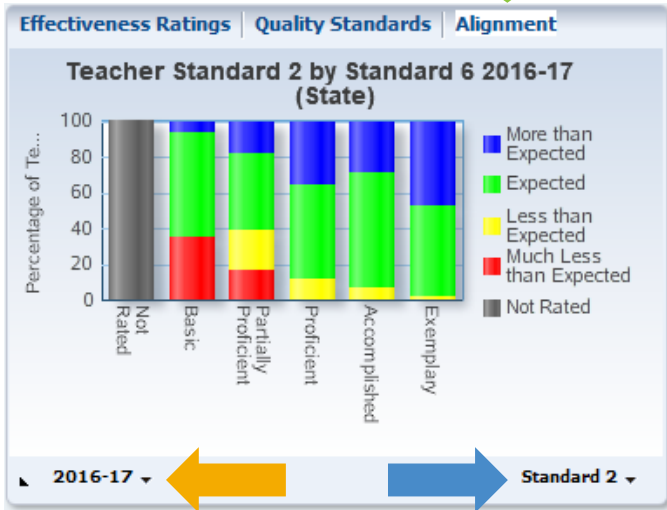
- Standard 1: Knowledge of Content
- Standard 2: Establish Environment
- Standard 3: Facilitate Learning
- Standard 4: Reflect on Practice
- Standard 5: Demonstrate Leadership
- Standard 6: Student Growth

For **principals**, there are seven standards:

- Standard 1: Strategic Leadership
- Standard 2: Instructional Leadership
- Standard 3: Culture
- Standard 4: Human Resources Leadership
- Standard 5: Management Leadership
- Standard 6: External Development
- Standard 7: Student Growth

View the data for the **three most recent years of available data using the dropdown in the bottom left corner**.

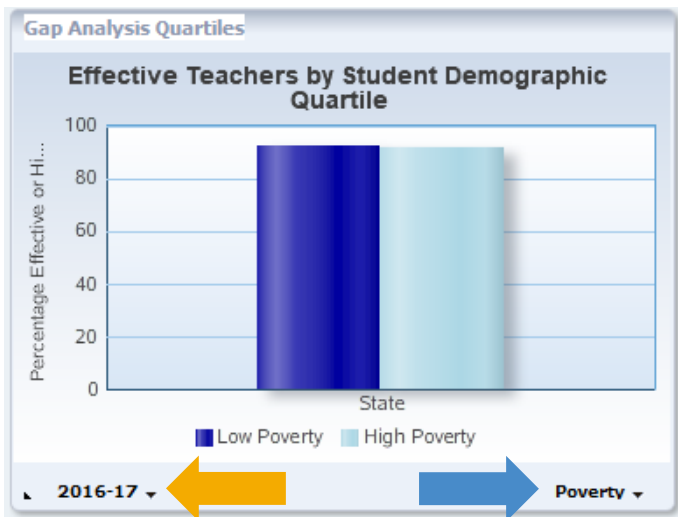
- c. The Alignment tab shows the correlation between how educators are performing on their professional practice (Standards 1-5 for teachers; Standards 1-6 for principals) and student growth (Standard 6 for teachers; Standard 7 for principals) on statewide assessments and other measures.



View the alignment between student growth (Standard 6 for teachers; Standard 7 for principals) and each **Quality Standard** by using the dropdown in the bottom right corner.

View the data for the **three most recent years of available data** using the dropdown in the bottom left corner.

- d. The Gap Analysis tab shows number of effective (or higher) teachers and principals who serve where there are particularly low or particularly high proportions of specific student demographic groups.



View the data using the dropdown in the bottom right corner for each of the following demographic groups:

- Poverty (indicated by student eligibility for free or reduced-price lunch)
- Minority (defined as non-white)
- ELL (English Language Learners)

View the data for the **three most recent years of available data** using the dropdown in the bottom left corner.

6. The **Lookup by Name** and **Browse** options on the right hand side can narrow down the data to the district and school level. Use the Lookup by Name option to find a specific district or school, for the Browse option click on names to select a specific district or school and click on the arrows to expand/collapse the options. To return to state-level data click on “Colorado”. The **Download** option is also available to download the data from the table into a spreadsheet.

*Note: the default Educator Effectiveness Metrics data displayed reflect state-level results.*

The screenshot shows the SCHOOLview Data Center interface. The main content area displays 'Teacher Quality Standard 1: Knowledge of Content' with a bar chart and a table. The table data is as follows:

Name	Quality Standard Rating	2016-17 %
Colorado	Exemplary	15.61%
Colorado	Accomplished	29.77%
Colorado	Proficient	36.24%
Colorado	Partially Proficient	2.48%
Colorado	Basic	0.21%
Colorado	Not Rated	15.69%

The 'Download' button is circled in orange in the bottom right corner of the table area. The sidebar on the right contains 'Lookup by Name' and 'Browse' options, with a list of districts and schools under 'Browse'.

## 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 Educator Effectiveness staff at [Educator\\_Effectiveness@cde.state.co.us](mailto:Educator_Effectiveness@cde.state.co.us).
- [View all CDE fact sheets: www.cde.state.co.us/communications/factsheetsandfaqs](http://www.cde.state.co.us/communications/factsheetsandfaqs)