SUPPORTING Fair Implementation of S.B. 10-191

Senate Bill 14-165's Impact on Educator Evaluation Requirements for the 2014-15 School Year

Senate Bill 10-191 was passed in 2010 changing the way educators are evaluated and supported in Colorado. The new evaluation system provides principals, teachers and specialized service professionals with annual evaluations based on both professional practices and multiple measures of student learning (for teachers and principals) or student outcomes (for specialized service professionals). Educators receive a final evaluation rating by combining the professional practices (50 percent) and measures of student learning/outcomes (the other 50 percent) scores to determine a final rating of highly effective, effective, partially effective or ineffective. While the 2013-14 school year was the first year of statewide implementation of S.B. 10-191, final ratings of partially effective or ineffective did not count towards the loss of a teacher's non-probationary status. The 2013-14 school year gave all educators the opportunity to learn about the new system in a lower-stakes environment.

Senate Bill 14-165

In the 2014 legislative session, additional flexibility was passed for districts/BOCES regarding the 50 percent measures of student learning/outcomes portion of the evaluation for the 2014-15 school year only.

- During the 2014-15 school year, all districts/BOCES will continue to evaluate every teacher, principal and specialized service professional on all of the Quality Standards including measures of student learning/outcomes.
- Teachers, principals and specialized service professionals will receive a rating/score for each standard, including the measures of student learning/outcomes standard.
- District flexibility for the 2014-15 school year comes when determining how much weight the measures of student learning/outcomes standard counts in the educator's final evaluation rating. For example, when the professional practices (Quality Standards 1-5 for teachers and specialized service professionals or 1-6 for principals) and measures of student learning/outcomes portions (Quality Standard 6 for teachers and specialized service professionals or 7 for principals) of the evaluation are combined, districts are able to weight the measures of student learning/outcomes rating anywhere between 0-50 percent.
- Districts choosing to assign no weight (zero percent) to the measures of student learning/outcomes portion of the evaluation are still required to submit the measures of student learning/outcomes rating (Quality

Educator Evaluation in the 2014-15 School Year

- Districts required to:
  - Evaluate every teacher, principal and specialized service professional
  - Include both professional practices and measures of student learning/outcomes
  - Give all teachers, principals and specialized service professionals a final rating of either: highly effective, effective, partially effective or ineffective
- Districts have flexibility with:
  - How much to weight the measures of student learning/outcomes standard (weight can range from 0-50 percent)
- A teacher's final evaluation rating will count towards earning/loss of non-probationary status

Standard 6 for teachers and specialized service professionals or 7 for principals) in the data submission process for CDE.

- This flexibility provides districts with another year to refine existing measures and identify or create new measures. District personnel should review and discuss the rating for Quality Standard 6 (for teachers and specialized service professionals) or 7 (for principals) during the evaluation process with all educators to learn from it, practice with it and improve it for the following year.
- A teacher's final evaluation rating during the 2014-15 school year will count towards the earning/loss of non-probationary status.

What is expected to be required in the 2015-16 school year?

The full 50 percent weight for measures of student learning/outcomes is expected in 2015-16 school year.

Where can I learn more?

- For more on educator evaluation policy, visit www.cde.state.co.us/educatoreffectiveness/sb-policy
- To view all CDE fact sheets, visit: www.cde.state.co.us/Communications/factsheetsandfaqs