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Please forward this newsletter to any interested colleagues and encourage them to **sign-up for future updates** by [clicking here](#).

## Informational Updates:

### Annual Evaluation Requirements for 2012-13 School Year

Beginning this school year, probationary and non-probationary teachers must receive a written evaluation at least two weeks before the last contract day. The intent is for school districts and BOCES to prepare for administering and conducting annual evaluations and transitioning from administering evaluations every three years to every school year. Note that in the 2012-13 school year, school districts will use their current evaluation system to meet this requirement. Beginning in the 2013-14 school year, school districts and BOCES will either adopt the [State Model Evaluation System](#) or a locally-developed system that meets all statutory and regulatory requirements.

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### Inter-Rater Agreement

As CDE develops the State Model Evaluation System for principals and teachers, an important component is the use of observations of educator practice using a rubric or other rating tool. Because observation data helps inform decisions about teacher evaluation ratings and thus non-probationary status, CDE's developers will work over time to ensure that evaluators' ratings are fair and consistent (that there is inter-rater agreement (IRA) between different evaluators). Professional development using videos and other artifacts of classroom instruction can provide a training tool and opportunity for evaluators to calibrate their ratings with each other or an expert rating to build inter-rater agreement. CDE is working in

partnership with the Colorado Education Association (CEA), the Colorado Association of School Executives (CASE) and Colorado Legacy Foundation (CLF) and engaging in a calibration process using videos and other artifacts to establish inter-rater agreement for the State Model Evaluation System rubric. Thirty Colorado teachers and principals have begun working with CDE to find and rate videos and artifacts that can be used as models for the State Model Evaluation System.

We are in the learning process for this calibration and the IRA process, and are continuing to gather the examples we need of videos, artifacts and evidence to be able to calibrate our full rubric. Over time, we will create online modules where evaluators can view these videos and develop consistency in how they evaluate their staff.

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### **Compiling Student Growth Measures**

We know that pilot districts - and all districts - are thinking about how to compile appropriate student growth measures that will comprise 50 percent of their evaluation score. We are too!

CDE is working on a number of fronts to provide comprehensive guidance and training to pilots (and then later in the 2012-13 school year to all districts). We are using the Content Collaborative process, national researchers and a technical steering committee to obtain potential assessments for all grade levels and subject areas. These assessments can be voluntary used by educators as measures of student growth.

We are creating the basic draft guidance document on how to select and combine student growth measures in the fall 2012 based on information from national experts (Technical Steering committee), participants in our Content Collaboratives and CDE staff.

We will work with our pilot districts to test, practice and get feedback on the guidance and the ways to put the student growth measure together in October/November/December. Based on our pilots' practice with the guidance documents and their feedback, we will refine and improve the guidance and models in the second half of next year. We will begin to provide guidance and training for all districts in January 2013.

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### **Content Collaborative Cohort II Holds First Meeting**

On July 23-24, [Cohort II](#) met in Pueblo to begin work on assessments in the subject areas of comprehensive health, mathematics, physical education, science, world languages, and career and technical education that districts may choose to use in the student growth measure of their evaluations. Meeting summaries and future meeting dates can be accessed on the [Content Collaboratives website](#). [Cohort I](#) which is working in the content areas of dance, drama & theatre arts, music, reading, writing & communicating, social studies and visual arts began meeting in February and will continue to grow their expertise in assessment and filling their respective content areas of this bank.

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### **New Standards Website**

The Office of Standards and Instructional Support webpages have a new look! The

intentional layout is built to support all users in navigating through a plethora of resources. It offers general standards and instruction information that cuts across disciplines for curriculum and professional development directors. Content specific areas are also available to support educators in each content area.

In response to specific requests from the field, here are some of the new features:

- \* Colorado Academic Standards in grade level specific booklets
- \* Curriculum Development Project
- \* Instructional resources
- \* Professional development opportunities

Additional support tools will continue to be added to the website. The two-year project plan calls for each area to be updated by a content specialist on a bi-weekly basis. The updates may include important announcements, PLC Bytes, curriculum samples, and other instructional support resources. Future plans for the site include deliberate connections to CDE's strategic initiatives (Educator Effectiveness, Standards & Assessments, Innovation & Choice and Accountability) to support integration of implementation efforts.

[Visit this site frequently for new up-to-date information.](#)

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## **Resources:**

### **Updated Rubrics Available for State Model Evaluation System**

Updated teacher and principal rubrics for the State Model Evaluation System are now available online for any school district that wishes to preview them. Last school year, the principal rubric was piloted in 27 school districts and the teacher rubric was beta tested. Educator feedback was collected by CDE throughout the year and was used to improve the rubrics. The updated rubrics incorporate revisions stemming from pilot feedback, along with input from countless educators and districts statewide.

These updated rubrics will continue to be tested this year, but are available now as a tool for any district that wants to practice with them. If you have additional input on the rubrics, please share it with [Jean Williams](#) on the CDE Educator Effectiveness team.

[Click Here for Additional Information](#)

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### **Drop-in Article for District Leadership and Principals**

The Communications Division is working on a number of resources for superintendents, principals and teachers to use when talking about educator effectiveness. A new resource has been developed this month for district leadership and principals! Since it's back to school time, the CDE Communications Division has written a drop-in article that is ready for district leadership and principals to e-mail to their staff with important updates around the work being done on standards, assessments and educator effectiveness. To use this resource, [download the pre-written article here](#), copy the text into your e-mail, customize with your name and a personal message, and send! The drop-in article contains updates on work around these three areas so if your district doesn't need a detailed update on one

particular area, you are more than welcome to shorten or delete content from the pre-written drop-in article. Look for another drop-in article next month!

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### Colorado Highlighted in Study by the National Comprehensive Center for Teacher Quality

After reviewing engagement and communication efforts in 24 states, the National Comprehensive Center for Teacher Quality (TQ Center) choose to highlight Colorado in a new case study: [Lessons Learned on Communication and Engagement for Educator Evaluation: Colorado Case Study](#). This case study displays Colorado's commitment to involving stakeholders in education reform throughout development and implementation. It also includes interviews with members of the CDE Educator Effectiveness team and Linda Barker from the Colorado Education Association.

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### Educator Effectiveness Website Changes

The [Educator Effectiveness website](#) is getting a makeover! Beginning in mid-September, the re-vamped website will include easier navigation, additional resources like fact sheets, communications toolkits and an interactive FAQ section to better meet your needs. Look for an announcement about the launch of the re-vamped website in the September e-newsletter!

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### CDE Educator Effectiveness Staff

Please feel free to reach out to the CDE Educator Effectiveness Team with questions or for help with any of your district/school Educator Effectiveness needs.

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Visit the CDE Educator Effectiveness website at:  
[www.cde.state.co.us/EducatorEffectiveness/index.asp](http://www.cde.state.co.us/EducatorEffectiveness/index.asp)

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