State Council for Educator Effectiveness Indexed Recommendations

Recommendation: Title (page) Section

- Recommendation 1: The Role of the State Model Educator Evaluation System (39) The Next Generation of Licensed Personnel Performance Evaluations in Colorado
- Recommendation 2: State Framework for Evaluating Teaching (43) Teacher Evaluation
- Recommendation 3: The Statewide Definition of Effective Teaching (45) Teacher Evaluation
- Recommendation 4: Statewide Use of the Colorado Teacher Quality Standards (46) Teacher Evaluation
- Recommendation 5: Colorado Teacher Quality Standards (47) Teacher Evaluation
- Recommendation 6: Teacher Involvement in Measurement Decisions (56) Teacher Evaluation
- Recommendation 7: Data Collection (56) Teacher Evaluation
- Recommendation 8: Differentiating Evaluation and Support Needs (57) Teacher Evaluation
- Recommendation 9: Measures of Performance on Quality Standards I-V (60) Teacher Evaluation
- Recommendation 10: Weighting Policies for Standards I-V (62) Teacher Evaluation
- Recommendation 11: Using Multiple Measures to Assess Student Growth (66) Teacher Evaluation
- Recommendation 12: Assignment of Teachers into Categories for Purposes of Measuring Student Growth for Use in Evaluation (67) *Teacher Evaluation*
- Recommendation 13: Assignment measures of Student Growth/Learning Categories (69) Teacher
 Evaluation
- Recommendation 14: Selection of Measures for Calculating a Teacher's Individual Student Growth Score (70) Teacher Evaluation
- Recommendation 15: Student Growth Objective Framework (74) Teacher Evaluation
- Recommendation 16: Attribution of Student Data among Teachers (75) Teacher Evaluation
- Recommendation 17: CDE Support for Selection of Student Growth Models (77) *Teacher Evaluation*

Indexed Recommendations

- Recommendation 18: Analysis of Student Growth Data (78) Teacher Evaluation
- Recommendation 19: CDE Support for the Analysis of Student Growth Data (80) *Teacher Evaluation*
- Recommendation 20: Weighting of Student Growth Measure (82) Teacher Evaluation
- Recommendation 21: Aggregating Multiple Measures for Scoring Purposes (86) Teacher
 Evaluation
- Recommendation 22: Preliminary State Scoring Framework and Performance Standards for Teachers
- (90) Teacher Evaluation
- Recommendation 23: Weighing Policies (95) Teacher Evaluation
- Recommendation 24: State Framework for Principal Evaluation Systems (97) Principal Evaluation
- Recommendation 25: Statewide Definition of Principal Effectiveness (100) Principal Evaluation
- Recommendation 26: The use of the Colorado Principal Quality Standards (101) Principal Evaluation
- Recommendation 27: Colorado Principal Quality Standards (101) Principal Evaluation
- Recommendation 28: Principal Involvement in Decision-making (110) Principal Evaluation
- Recommendation 29: Multiple Measures and Weighting for Purposes of Evaluating Principals (111)
- Principal Evaluation
- Recommendation 30: Frequency of Principal Evaluations (111) Principal Evaluation
- Recommendation 31: Professional Performance Plans (112) Principal Evaluation
- Recommendation 32: Measurements of Performance on Standards I-VI (114) Principal Evaluation
- Recommendation 33: Weighting Policies for Standards I-VI (116) Principal Evaluation
- Recommendation 34: Using Student Growth Data in Principal Evaluations (119) Principal Evaluation
- Recommendation 35: Guidelines for Measures of Student Growth in Principal Evaluations (128)
 Principal
- Evaluation
- Recommendation 36: Weighting Policy for Standard VII (125) Principal Evaluation

Indexed Recommendations

- Recommendation 37: Aggregation (126) Principal Evaluation
- Recommendation 38: Scoring Framework and Performance Standards for Principal Evaluations (126)
- Principal Evaluation
- Recommendation 39: Weighing Policies (127) Principal Evaluation
- Recommendation 40: CDE Support for District Development of Principal Evaluation Systems (127)
- Principal Evaluation
- Recommendation 41: Engaging Parents and Guardians as Partners (130) *Developing, Testing, and Implementing the Evaluation System*
- Recommendation 42: Student Engagement (131) Developing, Testing, and Implementing the Evaluation
- System
- Recommendation 43: Development of the State Model System (134) Developing, Testing, and
- Implementing the Evaluation System
- Recommendation 44: Evaluation Resource Bank (135) Developing, Testing, and
- Implementing the Evaluation System
- Recommendation 45: Development of New Student Growth Measures (136) Developing, Testing, and
- Implementing the Evaluation System
- Recommendation 46: Performance Evaluation Ratings during Pilot and Rollout Period (140)
 Developing,
- Testing, and Implementing the Evaluation System
- Recommendation 47: CDE Guidelines for District Implementation (147) Developing, Testing, and
- Implementing the Evaluation System
- Recommendation 48: Monitoring System Outcomes (150) Developing, Testing, and
- Implementing the Evaluation System
- Recommendation 49: Alignment of State Educator Policies (158) *Recommended State Policy Changes*
- Recommendation 50: Protection of Educator Data (160) Recommended State Policy Changes
- Recommendation 51: State Educator Licensing System (162) Recommended State Policy Changes

Indexed Recommendations

- Recommendation 52: Educator Preparation (164) Recommended State Policy Changes
- Recommendation 53: Induction Programs (165) Recommended State Policy Changes
- Recommendation 54: Professional Development (166) Recommended State Policy Changes
- Recommendation 55: School Leadership Academy (167) Recommended State Policy Changes
- Recommendation 56: Accountability Systems (167) Recommended State Policy Changes
- Recommendation 57: Educator Recognition (168) Recommended State Policy Changes
- Recommendation 58: Implementation Needs (168) Recommended State Policy Changes
- Recommendation 59: Principal Authority on Staffing Decisions (168) Recommended State Policy
- Changes
- Recommendation 60: Ongoing Monitoring of Policy Needs (169) *Recommended State Policy Changes*

State Council for Educator Effectiveness

Index of Graphics and Charts

Graphic/Chart (page)

- A Vision for Public Education (2)
- Framework for System to Evaluate Teachers (10)
- Framework for System to Evaluate Principals (14)
- Summary of CDE Activities during Pilot and Rollout (20)
- Cost Study: Annual Costs for Teacher and Principal Evaluations (21)
- State Uniformity vs. Local Flexibility Values Chart (28)
- Framework for System to Evaluate Teachers (40)
- State Requirements and Local Decisions for Teacher Measurement Framework (41-42)
- Measuring Performance and Weighting Results for Teacher Evaluations (50)
- District Decisions on Teacher Measurement Framework (51)
- Teacher Percentage Allocations (55)
- Decisions on the Measurement and Analysis for Student Growth (61)
- Data Decision Flowchart for Calculating Student Growth (67)
- Weighting Measures in Teacher Evaluations (79)
- Combining Multiple Measures Flow Chart for Teachers (80)
- Sample Summary Rating Sheet for Teachers (81-82)
- Example of Summary Rating for Teachers Standards I-V (83)
- Example of Summary Rating for Teachers Standard VI (83)
- Example of State Scoring Framework Matrix for Teachers (86)
- Consequences for Performance Standard Ratings for Teachers (90)
- Framework for System to Evaluate Principals (95)
- State Requirements and Local Decisions for Principal Measurement Framework (96)
- District Decisions on Principal Measurement Framework (107)
- Measuring Performance and Weighting Results for Principal Evaluations (111)
- Decisions on Measurement of Student Growth for Principal Evaluations (115)
- Weighting Measures in Principal Evaluations (121)
- Example of State Scoring Framework Matrix for Principals (124)
- 2011-2015 Pilot and Rollout Period (131)
- Milestones for CDE Pilot of State Model (141)
- CDE Support to Districts during Implementation of Teacher and Principal Evaluation Systems (143-144)
- CDE Support to Districts during Implementation of Teacher and Principal Evaluation Systems (145)
- Cost Study: Annual Costs for Teacher and Principal Evaluations (153)
- Educator Effectiveness Policy Alignment (156)
- Sequence of Policy Alignment (157)