

State Council for Educator Effectiveness TAG Work Groups

November 1, 2011

#	Working group lead	TAG Working Group members * will review first draft	Statutory language
1	Teacher Standards Ulcca Joshi Hansen	SCEE: Lorrie Shepard Amie Baca Towanna Henderson Ian Macgillivray, DHE Jami Goetz, CDE * Melissa Colzman, CDE * Ginger Maloney, Morgridge School of Education	<ul style="list-style-type: none"> • “quality standards” for teacher shall include measures of longitudinal academic growth that are consistent with the CO Growth Model and may include interim assessment results or evidence of student work, provided that such measures are rigorous and comparable across classrooms and aligned with the Colorado Academic Standards and the school and district performance standards
2	Principal Standards Ceri Dean Lynn Rhodes Ulcca Joshi Hansen	Katy Anthes SLAB: Mary Kay Sommers Kevin Aten Lynn Rhodes Linda Barker SCEE: Colin Mullaney Sandra Smyser Bill Bregar Margaret Crespo Wendy Dunoway, CDE * Jami Goetz, CDE * Tammy Clemente, CDE * Brenda Bar, CDE * Carole Gates, CDE * Susan Korach, TAG * Ginger Maloney, Morgridge School of Education	<ul style="list-style-type: none"> • “quality standards” for principals that include, but are not limited to: <ul style="list-style-type: none"> ○ Achievement and academic growth of students enrolled in the school, as measured by CO Growth Model ○ Number and percentage of licensed personnel in the school rated as “effective” or “highly effective”, and ○ Number and percentage of licensed personnel in the school who are rated as “ineffective” but are improving in effectiveness • Recommendations that will ensure development of a set of guidelines for establishing performance standards for each category of licensed personnel • Recommended criteria used to differentiate between “performance standards” that include, at a minimum, “highly effective,” “effective” and “ineffective”
3	Scoring Framework and Performance Standards Scott Marion	Scott Marion Chris Thorn, WI Center for Education Research * SCEE: Brenda Smith Tracy Dorland Amie Baca	<ul style="list-style-type: none"> • Recommendations that will ensure development of a set of guidelines for establishing performance standards for each category of licensed personnel • Recommended criteria used to differentiate between “performance standards” that include, at a minimum, “highly effective,” “effective” and “ineffective”

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		Courtney Smith, AFT *	
4	Cost study Augenblick, Palaich & Associates		<ul style="list-style-type: none"> Develop an implementation plan for its recommendations, and will identify tasks and the associated costs at the state and district levels. The recommendations shall include an implementation cost analysis including assessment changes, assessment pilot study, staff training, research, data review and any other tasks included in the Council's recommendations.
5	District Guidelines Jennie Whitcomb Jill Hawley	<p>SCEE: Tracy Dorland* Jo Ann Baxter Towanna Henderson * Sandra Smyser Kerrie Dallman</p> <p>Robert Reichart, CU SPA Courtney Smith, AFT Mike Miles, Harrison 2 * Elliot Asp, Cherry Creek * John Penn, CDE * Kady Dodds, CDE Lisa Medler, CDE *</p> <p>Charter League member * CASE representative *</p>	<ul style="list-style-type: none"> Recommendations concerning the implementation and testing of the new performance evaluation system that is based on quality standards Recommendations for the subsequent statewide implementation of the new performance evaluation system Guidelines for "adequate implementation of a high-quality educator evaluation system" that address, at a minimum: <ul style="list-style-type: none"> Ongoing training to ensure full understanding of the system and its implementation Evaluation results that are normed to ensure consistency and fairness Evaluation rubrics and tools that are deemed fair, transparent, rigorous and valid Evaluations conducted using sufficient time and frequency, at least annually, to gather sufficient data upon which to base an evaluation rating Provide adequate training and collaborative time to ensure educators fully understand and have resources to respond to student academic growth data Student data that is monitored at least annually to ensure correlation between
6	CDE Guidelines for Implementation and Monitoring Jill Hawley Kady Dodds	<p>Kelly Hupfeld, CU SPA * Scott Marion * Nora Flood * Charter League feedback</p> <p>Pat Donovan, Aon Consulting; former Board member, Eagle</p>	

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		<p>County Schools</p> <p>Jami Goetz, CDE</p>	<p>student academic growth and outcomes educator effectiveness rating</p> <ul style="list-style-type: none"> ○ Process by which a non-probationary teacher may appeal his or her second consecutive performance rating of “in effective” <p>Recommendations for the development and implementation of a continuous improvement process for the new performance evaluation system</p>
7	<p>Policy</p> <p>Paul Teske Jill Hawley</p> <p>Will try to capture stakeholder concerns about the systemic pieces which need to be in place in order for Council’s recommendations to be fairly implemented.</p>	<p>SCEE: Matt Smith Nina Lopez</p> <p>Linda Barker, CEA Ian Macgillivray, DHE Jill Hawley, TNTP Joan Schunck, TNTP</p> <p>Jami Goetz, CDE *</p>	<ul style="list-style-type: none"> ● Policy changes that will support local school districts’ use of evaluation data for decisions in areas such as compensation, promotion, retention, removal and professional development ● Policy changes that will ensure that the standards and criteria applicable to teacher and principal licensure and the accreditation of preparation programs are directly aligned with and support the preparation and licensure of effective educators
8	<p>Appeals Process</p> <p>Nina Lopez Kelly Hupfeld</p>	<p>SCEE: Brenda Smith Tracy Dorland Jo Ann Baxter Kerrie Dallman</p> <p>Linda Barker, CEA Kady Dodds, CDE</p> <p>CASE: Jane Urschel CASB: Randy Black, Ken DeLay CDE: Jami Goetz *</p>	<ul style="list-style-type: none"> ● Guidelines for “adequate implementation of a high-quality educator evaluation system” that address, at a minimum: <ul style="list-style-type: none"> ○ Process by which a non-probationary teacher may appeal his or her second consecutive performance rating of “ineffective”

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9	<p>Student Growth</p> <p>Scott Marion Ulcca Joshi Hansen</p>	<p>Lorrie Shepard Damian Betebenner Nina Lopez Derek Briggs, CU Bob Lynn, CDE Rich Wenning, CDE Mary Kay Sommers, SLAB Carole Easton, JeffCo * Jonathan Dings, Assessment Directors Group * Carole Gates, CDE *</p> <p>Kerrie Dallman Tracy Dorland Sandra Smyser Matt Smith Bill Bregar Chris Thorn, WCER *</p>	<ul style="list-style-type: none"> • “quality standards” for teacher shall include measures of longitudinal academic growth that are consistent with the CO Growth Model and may include interim assessment results or evidence of student work, provided that such measures are rigorous and comparable across classrooms and aligned with the Colorado Academic Standards and the school and district performance standards • “quality standards” for principals that include, but are not limited to: <ul style="list-style-type: none"> ○ Achievement and academic growth of students enrolled in the school, as measured by CO Growth Model
10	<p>Parent and Guardian Involvement</p> <p>Towanna Henderson</p>	<p>Lynn Huizing – Colorado PTA Sharon Maloney, CDE * Trish Boland, CDE * Tina House, CO Parent Resource and Information Center Richard Garcia, Colorado Statewide Parent Association</p>	<ul style="list-style-type: none"> • Recommendations concerning the involvement and support of parents of children in public schools to act as partners with teachers and administrators
11	<p>Student Involvement</p> <p>Shelby Gonzales-Parker</p>	<p>Brian Banaugh, Executive Director, Project VOYCE Ben Jackson, The New Teacher Project Nora Flood, Charter School League * Senator Mike Johnston, Colorado Senate District 33 Zena Price-Broncucia, Project VOYCE Phillip Douglas, Project VOYCE Lorenzo Sanchez, Project VOYCE</p>	<ul style="list-style-type: none"> • Recommendations concerning the involvement and support of students as partners with teachers and administrators