



**COLORADO**  
Department of Education  
Commissioner of Education

201 East Colfax Avenue  
Denver, CO 80203-1799

January 22, 2018

Dear BOCES Directors, Superintendents, District Accountability Contacts and HR Contacts,

Happy Monday and Happy New Year! I'm a bit late in sending you my best wishes for a happy new year, but if you think of January as the Monday of months, I'm not too late!

I hope you all had time over the winter break for some well-deserved rest and relaxation. I definitely enjoyed the break, in part because of the time it gave me to reflect on 2017 and plan for 2018. Last year was my first year as your commissioner, and an extremely busy one with the department's role in several statutory requirements - completing the first round of accountability hearings, revising the Colorado Academic Standards, procuring new state assessments, and submitting our federal plan under the Every Student Succeeds Act, to name just a few. My goal was to approach all of our responsibilities with compassion, empathy and flexibility - as a supportive partner to districts and schools.

As I look ahead to 2018, I will approach our work in a similar way - looking for more ways to build trust by listening, communicating and finding ways we can work together to make even more progress on our collective goal of ensuring all students achieve their potential.

The Teaching and Learning Conditions in Colorado (TLCC) Survey, which will be available January 24 to Feb. 23, is one of our best mechanisms we have for listening to our valued educators. As our entire state grapples with the seriousness of our teacher shortage, the TLCC will inform our thinking about how we can better retain and support teachers. The survey takes only 15 minutes to complete, and it is confidential and optional for educators.

We need your help encouraging your teachers to participate in the survey, so that we all can get the most representative data possible. The data is intended to inform your own improvement planning efforts as well, but schools and districts must get at least 50 percent participation, and at least five participants, to receive their data.

To increase participation, please consider promoting the survey directly to your teachers. You could provide time for educators to participate during a staff meeting, host a social event after 50 percent of your teachers respond and send a joint letter with your board chair. I definitely suggest that you share your thoughts on how you will use the data. You can monitor your response rates throughout the survey window on [www.tlccsurvey.org](http://www.tlccsurvey.org). There are also a variety of resources available on the website, such as printable posters to help you advertise the opportunity.

This is our inaugural launch of the TLCC survey - although we are building upon many years of experience with the previous TELL Colorado survey. Survey items focus on concepts including availability of resources (including time), professional development, leadership and future employment plans. The individual survey items are posted on the website as well.



Packets with individual access codes are being mailed directly to schools for distribution by association representatives and/or principals this week. For your awareness, the contents of the packets have been attached -- including the instruction memo for the building leaders/association representative and the individual educator letter which contains their access code. An FAQ has also been attached to provide additional details.

I encourage you to use the attached documents to engage in conversations with building leaders and staff to support their participation in the survey. Please contact me or Lisa Medler ([medler\\_l@cde.state.co.us](mailto:medler_l@cde.state.co.us); 303-866-6993) with any questions.

I am filled with hope for 2018. I believe that by working together - by listening to each other and looking for common ground as we tackle the tough job of ensuring all students receive a quality education - we can accomplish more. Thank you for your work every day to support your educators and ensure all students achieve their potential.

Sincerely,

A handwritten signature in black ink that reads "Katy Anthes". The signature is written in a cursive style with a long horizontal flourish extending to the right.

Katy Anthes, Ph.D.  
Commissioner

