

# Educator Effectiveness Metrics Instructions



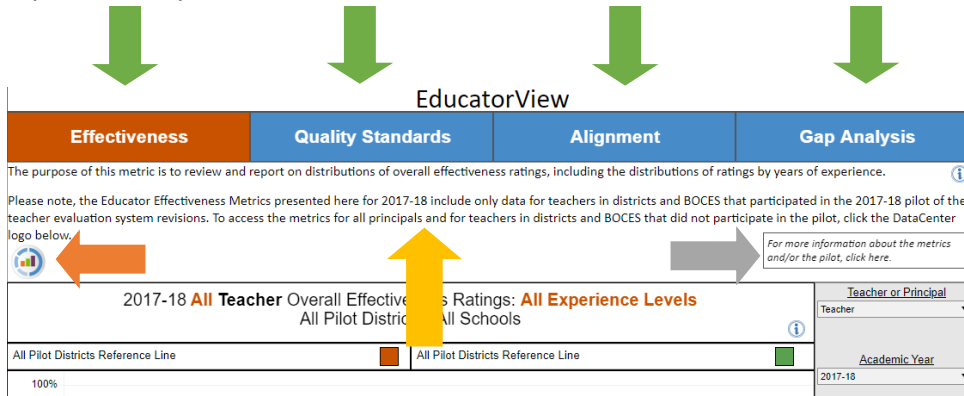
**COLORADO**  
Department of Education

## Educator Effectiveness Metrics in EducatorView

### Accessing Educator Effectiveness Metrics in EducatorView

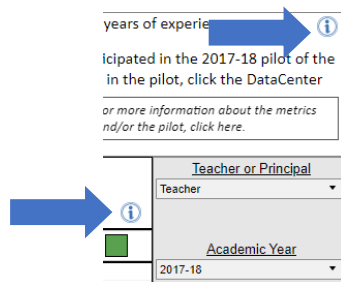
1. Go to [cde.state.co.us/educatoreffectiveness/eemetrics](http://cde.state.co.us/educatoreffectiveness/eemetrics). Scroll to Access the Educator Effectiveness Metrics and select Public EE Metrics in EducatorView.

2. The Educator Effectiveness Metrics in EducatorView include four metrics for teachers in the districts and BOCES that participated in the pilot of the revised teacher evaluation system during the 2017-18 school year. Each metric is represented by its own **tab**.



At the top of each tab, there is an **overview of the metric**, a **link to Data Center** to access all principal data and teacher data for those not in a pilot district or BOCES, and a **link to access more information** about the metrics and the pilot.

3. The tabs also feature **information icons** to provide more detailed information and instructions for each metric, which can be viewed by hovering over the information icon.



4. Each metric will display in a **graph**. To the right of the graph, there are **multiple dropdown menus** to analyze the metric for different subgroups. The **title of the visual** and the data in the **graph** will update based on the selections made in the dropdowns. The dropdown options vary for each metric.

Place the cursor over the data in the **graph** to view a pop-up box that provides

### EducatorView Educator Effectiveness Metrics Reporting

Starting with the 2017-18 year, the Educator Effectiveness Metrics are transitioning from Data Center to EducatorView. For the release of 2017-18 data, EducatorView contains only teacher metrics for the districts and BOCES that participated in the pilot of the revised teacher evaluation system.

As required by statute and State Board of Education Rules, CDE will report to the public four Educator Effectiveness Metrics for teachers:

- Effectiveness ratings
- Quality standards
- Alignment
- Gap Analysis

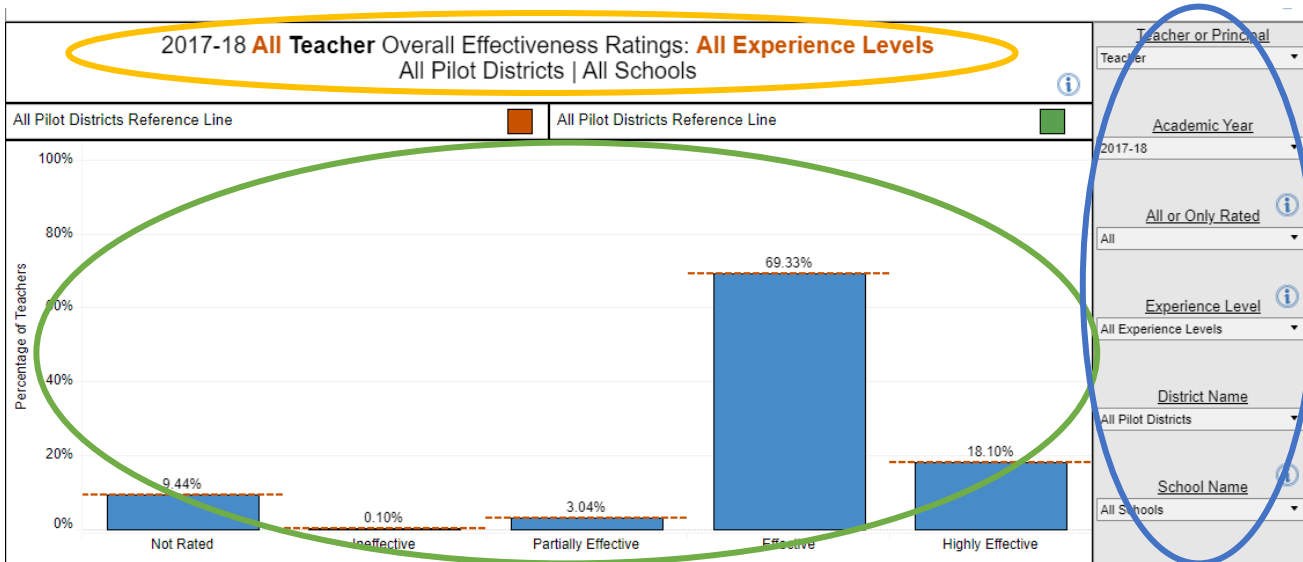
To prevent individual teachers from being identified in the Educator Effectiveness Metrics, the department has applied two data suppression rules:

- Asterisks will appear if fewer than five staff members are represented in a group
- Asterisks will be displayed if 100 percent of staff fall into a single category



additional information about the data being displayed.

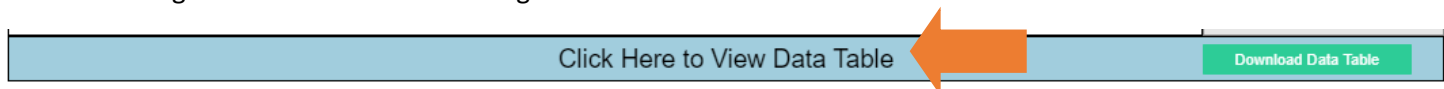
Please note: All Educator Effectiveness Metrics reported to the public have dropdown menus for Teacher or Principal and Academic Year. Because EducatorView contains only 2017-18 teacher metrics for the districts and BOCES that participated in the pilot of the revised teacher evaluation system, the only options available for these dropdowns are Teacher and 2017-18, respectively.



5. Below the graph, there is a **data table** that displays the data in the graph. There is also an option to **download the data** in the table. As with the data in the graph, the **table** and **download** will update based on the selections made in the dropdowns.

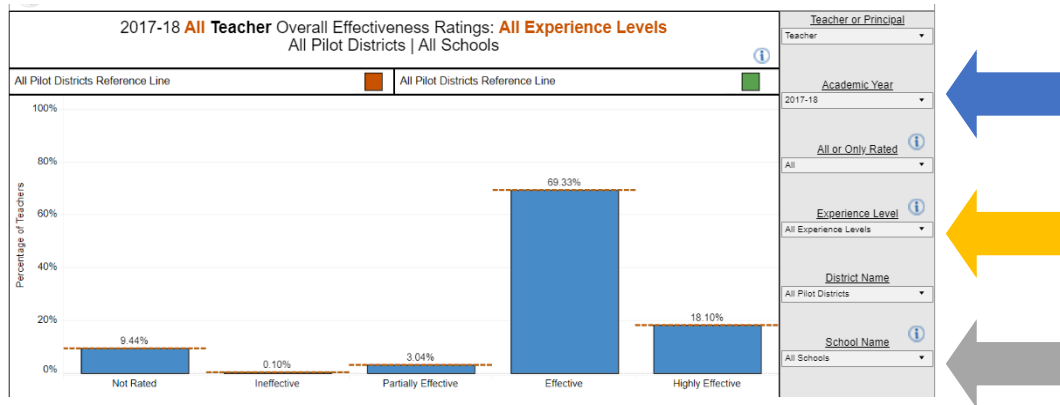
District Name		School Name	Overall Effectiveness Ratings	First Year	Second Year	Third Year	Novice	Experienced	All
All Pilot Districts	All Schools	Highly Effective	6.62%	10.84%	11.11%	8.68%	21.16%	18.10%	
		Effective	67.94%	68.07%	70.00%	68.48%	69.60%	69.33%	
		Partially Effective	7.85%	3.61%	4.86%	6.15%	2.03%	3.04%	
		Ineffective	0.52%	0.00%	0.00%	0.27%	0.04%	0.10%	
		Not Rated	17.07%	17.47%	14.03%	16.41%	7.17%	9.44%	

If you prefer to view the graph without the table, there is an option to **hide the data table**. Once hidden, you can click the blue bar again to **view the data table** again.



6. The four Educator Effectiveness Metrics are Effectiveness, Quality Standards, Alignment and Gap Analysis.

a. The Effectiveness tab shows the distribution of overall effectiveness ratings.

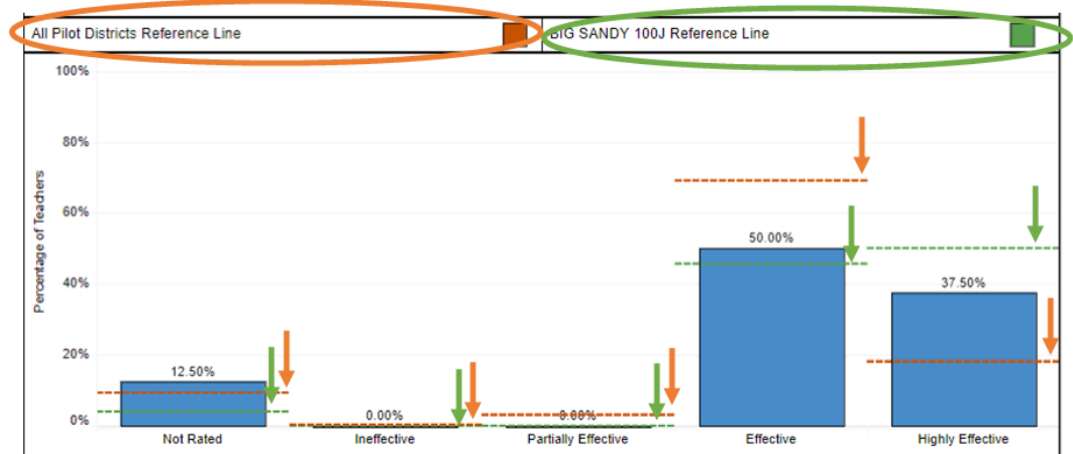


Using the **All or Only Rated dropdown**, examine distributions including or excluding the Not Rated teachers. The dropdown options include: All and Only Rated.

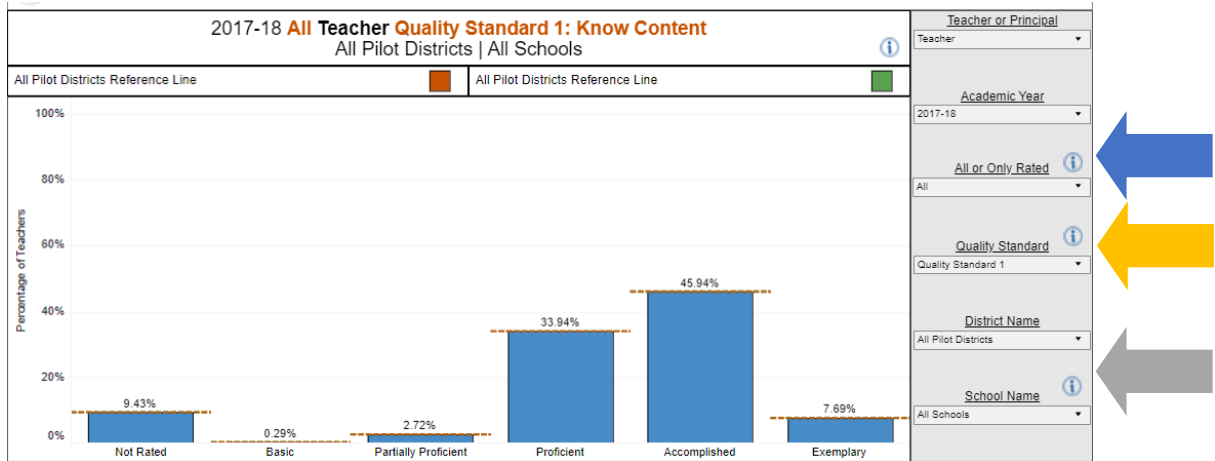
Examine distributions for novice (first, second and third year) and experienced (four or more years) teachers by selecting the subgroup in the **Experience Level dropdown**. The dropdown options include: All Experience Levels, Novice and Experienced. The data table will also display ratings distributions for first, second and third year teachers separately.

To view the distributions for specific districts and/or schools, use the **District Name dropdown** and **School Name dropdown**. All pilot districts and BOCES are included in the district dropdown, and all schools within those districts and BOCES are included in the school dropdown. Please note that you must select a specific district in order to select a school within that district.

The **All Pilot Districts reference line** is provided to examine district and school level distributions in comparison to the distribution for all pilot districts. The **district reference line**, which will appear once a specific district is selected, is provided to examine school level distributions in comparison to the district level distribution.



b. The Quality Standards tab shows the distribution of ratings for the four teacher professional practices standards and Measures of Student Learning. The four professional practices standards for teachers are: Quality Standard 1: Know Content, Quality Standard 2: Establish Environment, Quality Standard 3: Facilitate Learning and Quality Standard 4: Professionalism.

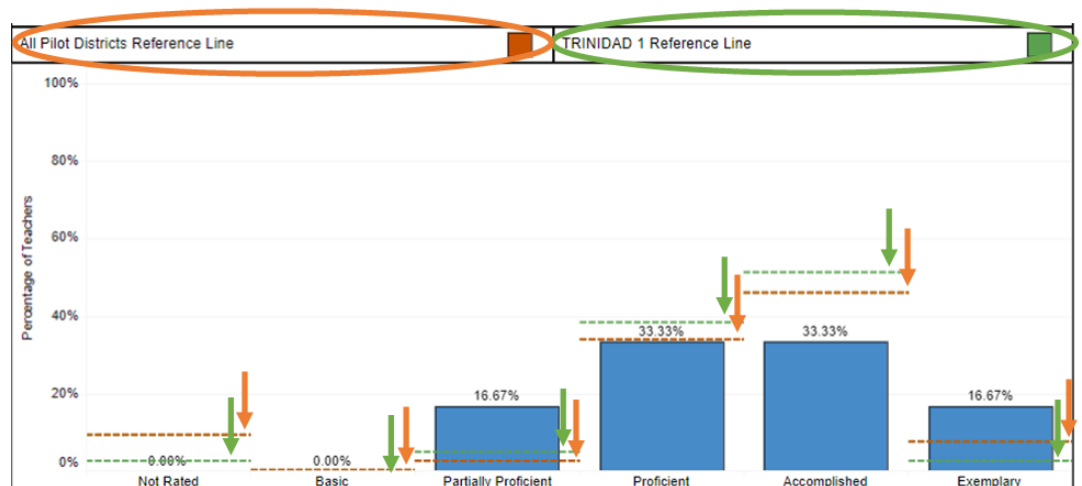


Using the **All or Only Rated dropdown**, examine distributions including or excluding the Not Rated teachers. The dropdown options include: All and Only Rated.

Examine distributions for each quality standard using the **Quality Standard dropdown**. The dropdown options include: Quality Standard 1, Quality Standard 2, Quality Standard 3, Quality Standard 4 and Measures of Student Learning.

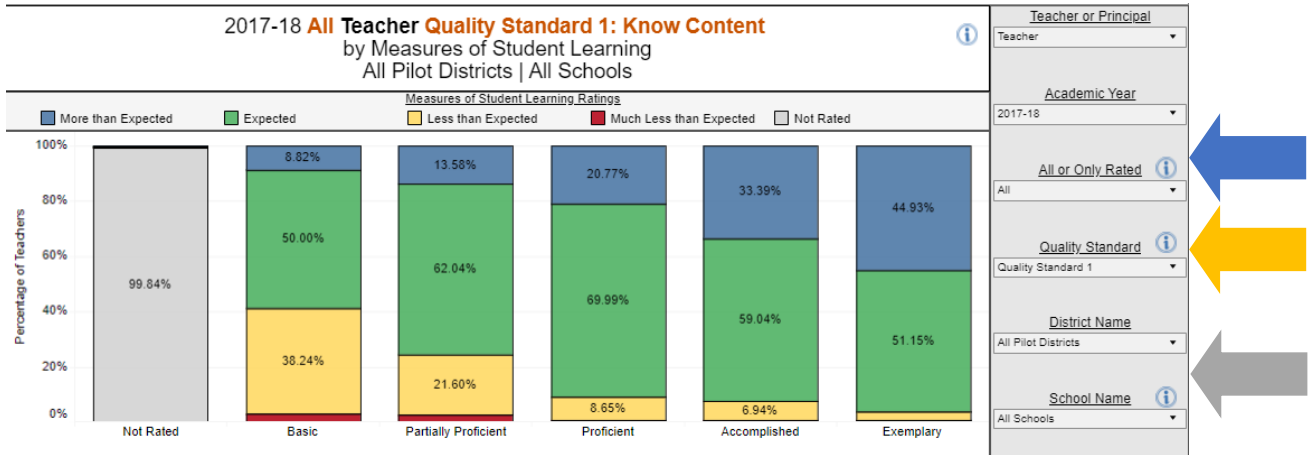
To view the distributions for specific districts and/or schools, use the **District Name dropdown** and **School Name dropdown**. All pilot districts and BOCES are included in the district dropdown, and all schools within those districts and BOCES are included in the school dropdown. Please note that you must select a specific district in order to select a school within that district.

The **All Pilot Districts reference line** is provided to examine district and school level distributions in comparison to the distribution for all pilot districts. The **district reference line**, which will appear once a specific district is selected, is provided to examine school level distributions in comparison to the district level distribution.





c. The Alignment tab shows the correlation between how educators are performing on their professional practices (Quality Standards 1-4 ratings) and student growth as captured by the Measures of Student Learning rating.

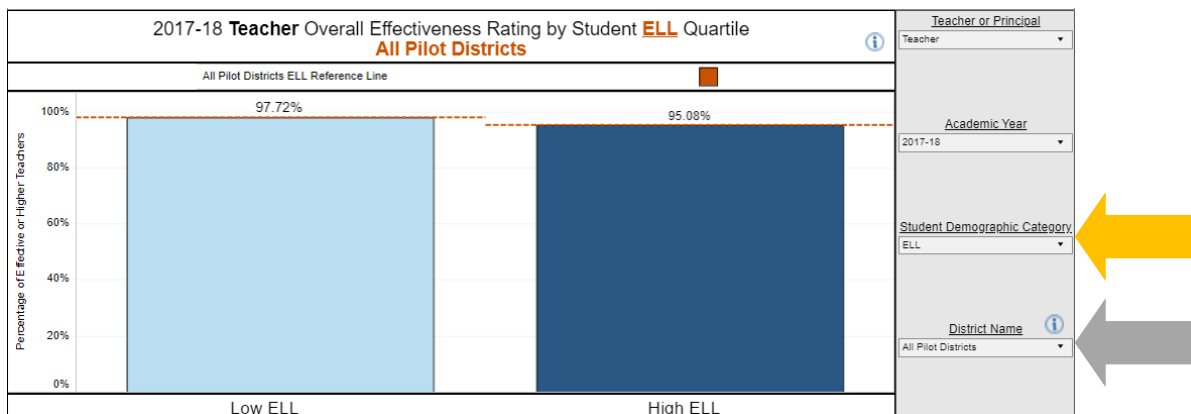


Using the **All or Only Rated dropdown**, examine distributions including or excluding the Not Rated teachers. The dropdown options include: All and Only Rated.

Examine distributions for each quality standard by Measures of Student Learning ratings using the **Quality Standard dropdown**. The dropdown options include: Quality Standard 1, Quality Standard 2, Quality Standard 3 and Quality Standard 4.

To view the distributions for specific districts and/or schools, use the **District Name dropdown** and **School Name dropdown**. All pilot districts and BOCES are included in the district dropdown, and all schools within those districts and BOCES are included in the school dropdown. Please note that you must select a specific district in order to select a school within that district.

d. The Gap Analysis tab shows number of effective (or higher) teachers who serve in schools with particularly low or particularly high proportions of students in poverty (indicated by eligibility for free- or reduced-price lunch), minority students (defined as all except white, non-Hispanic) and English Language Learner (ELL) students.

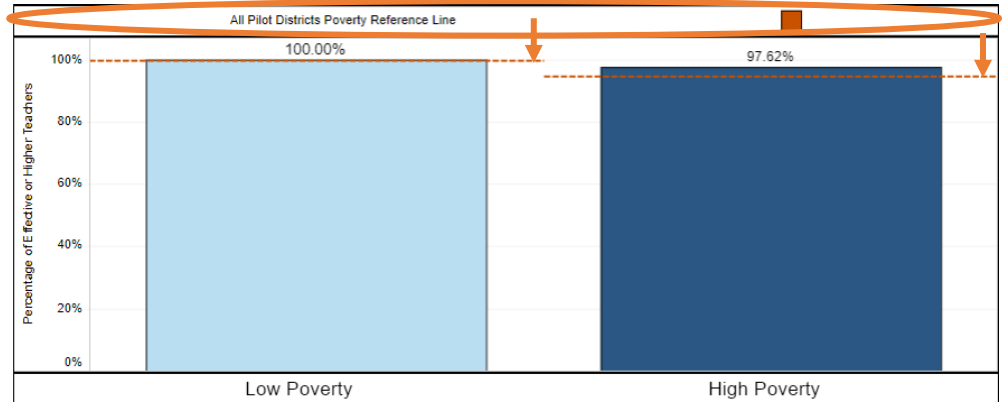


Teachers who were not rated are excluded from this metric.

Examine distributions for each student group using the **Student Demographic Category dropdown**. The dropdown options include: ELL, Minority and Poverty.

To view the distributions for specific districts, use the **District Name dropdown**. All pilot districts and BOCES are included in the district dropdown. Please note that school level data is not available for this metric.

The **All Pilot Districts reference line** is provided to examine district level distributions in comparison to the distribution for all pilot districts.



## WHERE CAN I LEARN MORE?

More information on the Educator Effectiveness Metrics: <http://www.cde.state.co.us/educatoreffectiveness/eemetrics>

To view all EE fact sheets, visit: <http://www.cde.state.co.us/educatoreffectiveness/factsheets>

For questions about the metrics, contact Educator Effectiveness staff at [Educator\\_Effectiveness@cde.state.co.us](mailto:Educator_Effectiveness@cde.state.co.us)