

Colorado State Model Evaluation System

Tools, guidance and support developed
(Updated August 2016)



COLORADO
Department of Education

Preparing to use the Colorado State Model Evaluation System				
CDE tools to support this step:	Superintendent or District Administrators	Principals	Classroom Teachers	Specialized Service Professionals
Communications toolkit Includes tips for messaging with parents and community; sample articles, PowerPoints and information around key initiatives	X	X		
FAQs, Fact Sheets and EE Newsletters Includes answers to educator effectiveness questions; hot topics and an archive of newsletters	X	X	X	X
Videos on Senate Bill 10-191 and the model system Includes four short videos that provide an overview of SB 191, the CO State Model Evaluation System and tips for implementing an evaluation system	X	X	X	X
Training toolkits Includes all resources for the State Model Evaluation System, including orientation, professional practices training PowerPoints, User's Guide, Simulations, and other related resources. Also includes Measures of Student Learning training resources with PowerPoint, tools and activities to support training	X	X		
2016 Orientation PowerPoint presentation A direct link to a PowerPoint presentation districts can use to provide information about the state model system and new resources for the 2015-16 school year	X	X	X	X
2016 Orientation webinar A direct link to the recorded webinar of the above PowerPoint presentation	X	X	X	X
Sample District Work Plan (pdf) An annual work plan cycle that helps districts determine where they are in the implementation process and next steps they will need to take	X	X		

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To provide feedback, please email: Educator_Effectiveness@cde.state.co.us



Supporting <i>Professional Practices</i> for Principals, Teachers and Specialized Service Professionals				
CDE tools to support this step:	Superintendent or District Administrators	Principals	Classroom Teachers	Specialized Service Professionals
Colorado Performance Management System An online platform that can support districts in the implementation, data collection and effective use of the Colorado State Model Evaluation System	X	X	X	X
2016-17 User's Guide for the Colorado State Model Educator Evaluation System (pdf) Is a complete guide for anyone implementing the State Model Evaluation System. Sections include the Colorado State Model Educator Evaluation System for Teachers, Principals and Specialized Service Professionals, Evaluation Process Steps and Forms, Glossaries and Appendices.	X	X	X	X
Opportunities for Differentiation in the State Model Evaluation System: Guiding Questions and District Examples (pdf) Includes highlights of the given flexibilities within the legislation and State Board of Education rules guiding implementation of S.B. 191, along with guiding questions, district examples, and a "Did you Know" section.	X	X		
Evaluation Cycle 2.0 A graphic which organizes the steps of the evaluation process in a way that clarifies when key connections should be made between the educator and evaluator and outlines ongoing activities during the evaluation process to ensure continuous improvement.	X	X	X	X
Principals				
Colorado State Model Evaluation System Rubric for Principals (pdf) Principal and Assistant Principal rubric for Standards I-VI	X	X		
Colorado State Model Evaluation System Principal Self-Assessment Rubric (Excel) An Excel version of the principal rubric for Standards I-VI that calculates the overall professional practice ratings	X	X		
Principal Quality Standards Overview (pdf) A reference guide to Principal Quality standards and elements I-VI	X	X		



Teachers				
Colorado State Model Evaluation System Rubric for Teachers (pdf) A pdf of the teacher rubric for Standards I-VI	X	X	X	
Colorado State Model Evaluation System Teacher Self-Assessment Rubric (Excel) An Excel version of the teacher rubric for Standards I-V that calculates the overall professional practice ratings.	X	X	X	
Teacher Quality Standards Overview (pdf) A reference guide to Teacher Quality standards and elements I-V	X	X	X	
Resource Guide for Deepening the Understanding of Teachers’ Professional Practices in support of the Rubric for Evaluating Colorado Teachers (pdf) A guide that focuses on Teacher Quality Standards I-III and defines the professional practices at the Basic-Proficient rating levels. Includes a links to resources for further learning, classroom examples and a glossary of terms.	X	X	X	
Elevate Colorado An online inter-rater agreement training system supports educators in deepening their understanding of the professional practices embodied	X	X	X	
Model Appeals Process Guidance (pdf) A sample state model appeal process, including timelines, that districts can use or as a reference to develop their own process	X			
Specialized Service Professionals				
Colorado State Model Evaluation System Rubrics for Specialized Service Professionals (pdf) Rubrics created by specialists for: audiologists, occupational therapists, physical therapists, school counselors, school nurses, orientation & mobility specialists, school psychologists, social workers, speech language pathologists	X	X		X
Practical Ideas Guides for Evaluating Educators with the State Model System (pdf) A series of guides created by specialized teachers, including Specialized Service Professionals (SSPs) to identify “looks fors,” evidence, and artifacts that would apply to their roles.	X	X	X	X
Unique Roles				
Guidance for Evaluating Educators Serving in Unique Roles (pdf) Provides evaluation guidance for educators , including SSPs, that have a variety of job roles and/or responsibilities	X	X	X	X



Supporting *Measures of Student Learning* for Principals, Teachers and Specialized Service Professionals

CDE tools to support this step:	Superintendent or District Administrators	Principals	Classroom Teachers	Specialized Service Professionals
Guidance to Measures of Student Learning for Principals (pdf) Highlights approaches for selecting and using measures of student learning for principal evaluation	X	X		
Guidance to Measures of Student Learning for Teachers (pdf) Highlights approaches for selecting and using measures of student learning for teacher evaluation	X	X	X	
Guidance to Measures of Student Outcomes for Specialized Service Professionals (pdf) Highlights approaches for selecting and using Measures of Student Outcomes in Specialized Service Professionals' evaluations	X	X		X
Measures of Student Learning: Local Examples and Analysis from the Field (pdf) Highlights examples of specific measures used by districts/BOCES for the Measures of Student Learning (MSL) portion of educator evaluations. Includes analysis, feedback from the field and questions to consider	X	X	X	X
Measures of Student Learning Tool (Excel) Is an interactive tool which allows educators to see the impact of weighting decisions for possible measures included in a teacher's evaluation	X	X	X	
Assessment Review Tool (Excel) A tool to help educators ensure that measures of student academic growth are fair, valid and reliable	X	X	X	
CDE Resource Bank Contains assessments and assessment review and development tools to support educators in the evaluation of student learning	X	X	X	



Training Resources for Principals, Teachers and Specialized Service Professionals

CDE tools to support this step:	Superintendent or District Administrators	Principals	Classroom Teachers	Specialized Service Professionals
Professional Practices PowerPoint and Training Resources Includes S.B. 10-191 overview and priorities of implementation, an Educator Quality Standards gallery walk, the evaluation process, scoring the rubric and simulations for goal-setting. All resources used in the PowerPoint are included.	X	X	X	
Measures of Student Learning Training Resources Includes a deep dive into the five steps for determining measures of student learning as well as examples of a final educator effectiveness rating. All materials and resources for the training are included.	X	X	X	
Specialized Service Professionals Training Resources Includes PowerPoints and associated materials and resources for both Professional Practice training and Measures of Student Outcome training	X	X		X