# Educator Effectiveness Metrics

## Drop-in article

### Superintendents/Principals to Educators, Parents, and the School Community

Use this entire article or just portions of it to communicate with parents, teachers, and your school community about the latest Educator Effectiveness Metrics.

### Educator Effectiveness Metrics

The Colorado Department of Education recently released the Educator Effectiveness Metrics, or job performance reports for Colorado educators, for the 2017-18 school year. Data from the 2017-18 school year is the latest data available through the state. The time lag in reporting is due to the time it takes districts to complete and submit evaluation data to CDE.

A total of four metrics were released showing how teachers and principals are doing as a group at the school, district and state level. This information helps us know how our teachers and principals are supporting students and our continual improvement efforts.

To view the 2017-18 state-level metrics and for our district and specific schools, [follow these instructions to access the metrics in CDE’s SchoolView platform](https://www.cde.state.co.us/educatoreffectiveness/eemetricsinstructions). The four specific Educator Effectiveness Metrics include:

* **Effectiveness Ratings.** This metric reports on the overall educator effectiveness ratings and ranges from Highly Effective and Effective to Partially Effective and Ineffective.
* **Quality Standards.**  This metric reports on the standard-level ratings that are used to calculate the overall effectiveness rating for teachers and principals. For example, the metric looks at how well teachers know the content, whether they establish good learning environments, and measures of their students’ learning.
* **Alignment** reports on the relationship between educator performance on the Quality Standards and student performance as captured by the Measures of Student Learning.
* **Gap Analysis** reports the distribution of educators rated effective or higher among different student groups.

The information features only state-level, district-level and school-level data and is only available for groups of five or more educators to protect educator privacy. Individual educators will not be identified.

Educator Effectiveness Metrics were designed to make the educator evaluation system meaningful and productive and to generate the constructive feedback needed to continue to improve student learning outcomes. For a more detailed look into the process and the system, [visit this website](http://www.cde.state.co.us/educatoreffectiveness/eemetrics).