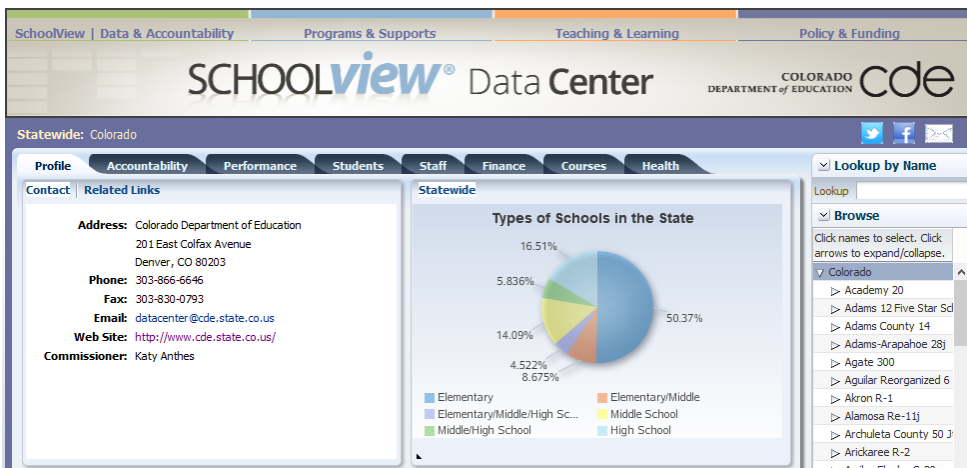


# Educator Effectiveness Metrics Instructions

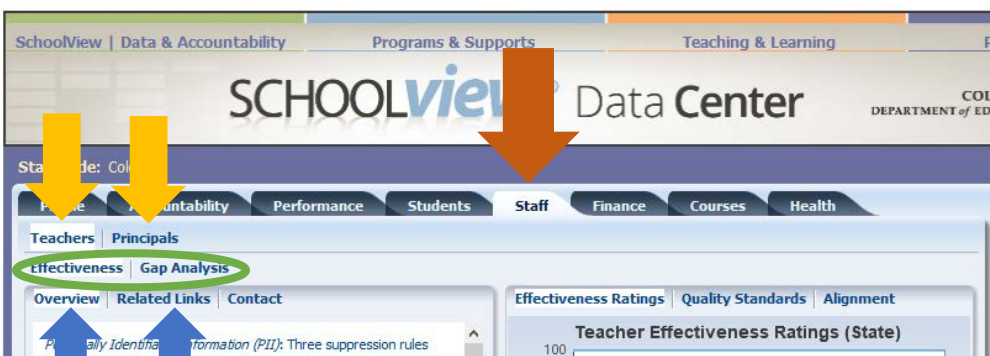
## Accessing the Public Educator Effectiveness Metrics in SchoolView Data Center

1. Visit <http://www.cde.state.co.us/schoolview>
2. Click on **Data Center**, which will link to the School View Data Center homepage below.



3. Click on the **Staff** tab.

Both **Teachers** and **Principals** tabs have information for **Effectiveness** and **Gap Analysis**.



All tabs will have a full description of the metric on the left side under **Overview**. There may also be additional resources under **Related Links** (including a link to the text for the Teacher and Principal Quality Standards).

### Data Center Educator Effectiveness Metrics Reporting

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

- Effectiveness ratings
- Quality standards
- Alignment
- Gap Analysis

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

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

SchoolView Data Center contains teacher and principal metrics for the three most recent years for which CDE has data. However, starting with the 2017-18 teacher metrics, only the districts and BOCES that did not participate in the pilot of the revised teacher evaluation system are included in metrics displayed in SchoolView Data Center.

4. The **Effectiveness** tab includes data for **Effectiveness Ratings**, **Quality Standards**, and **Alignment** metrics.

Each metric will display the information in a **graph** and also provide detailed information in a **table**. Placing the cursor over a bar in the graph will also display the percentage data.

Name	Effectiveness Rating	Novice 2017-18			Novice 2017-18	Experienced 2017-18	All 2017-18
		First Year	Second Year	Third Year			
Colorado	Highly Effective	48.22%	46.28%	45.50%	47.19%	58.99%	56.14%
Colorado	Effective	47.40%	50.33%	51.30%	48.90%	39.38%	41.68%
Colorado	Partially Effective	4.30%	3.39%	3.13%	3.84%	1.52%	2.08%
Colorado	Ineffective	0.08%	0.00%	0.08%	0.06%	0.11%	0.10%

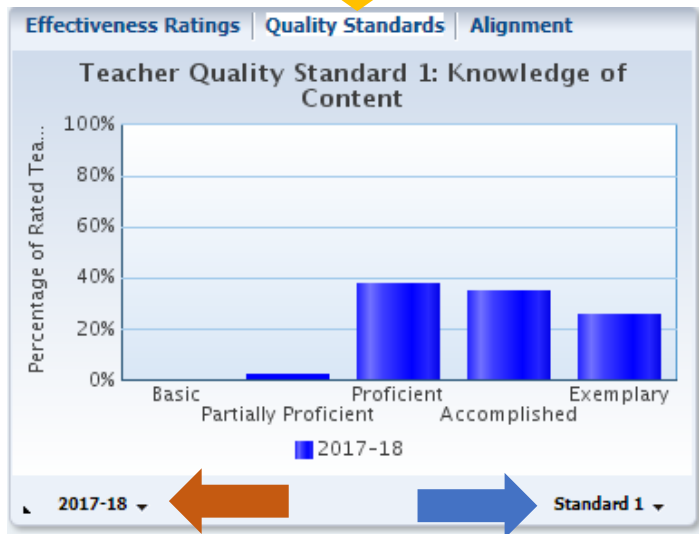
5. Educator Effectiveness Metrics include four metrics for groups of teachers and four metrics for groups of principals:  
 a. The **Effectiveness Ratings** tab shows the overall teacher or principal effectiveness ratings at the state level.

Examine distributions for novice (first, second and third year) and experienced (four or more years) teachers and principals by selecting the subgroup in the **bottom left "All Teachers" or "All Principals" dropdown**. The dropdown options include:

- All Teachers/Principals
- Novice Only
- Novice vs. Experienced

*Note: these distributions are available for Only Rated Teachers/Principals. Educators without ratings are not included in this metric.*

- b. The **Quality Standards** tab shows six standards for teachers and seven for principals. For example, the metric looks at how well teachers know the content, whether they establish good learning environments and how much academic growth their students achieve. Principals also will be rated on their leadership capabilities.



View the data for each **Quality Standard by using the dropdown in the bottom right corner.**

For **teachers**, there are six standards:

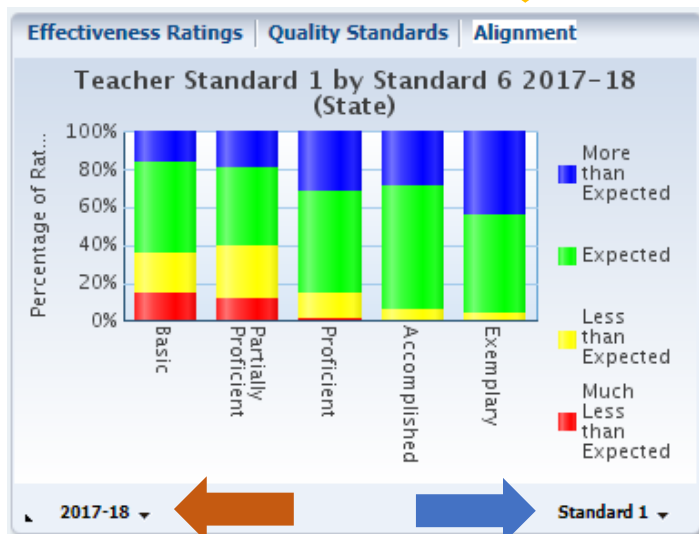
- Standard 1: Knowledge of Content
- Standard 2: Establish Environment
- Standard 3: Facilitate Learning
- Standard 4: Reflect on Practice
- Standard 5: Demonstrate Leadership
- Standard 6: Student Growth

For **principals**, there are seven standards:

- Standard 1: Strategic Leadership
- Standard 2: Instructional Leadership
- Standard 3: Culture
- Standard 4: Human Resources Leadership
- Standard 5: Management Leadership
- Standard 6: External Development
- Standard 7: Student Growth

View the data for the **three most recent years of available data using the dropdown in the bottom left corner.**

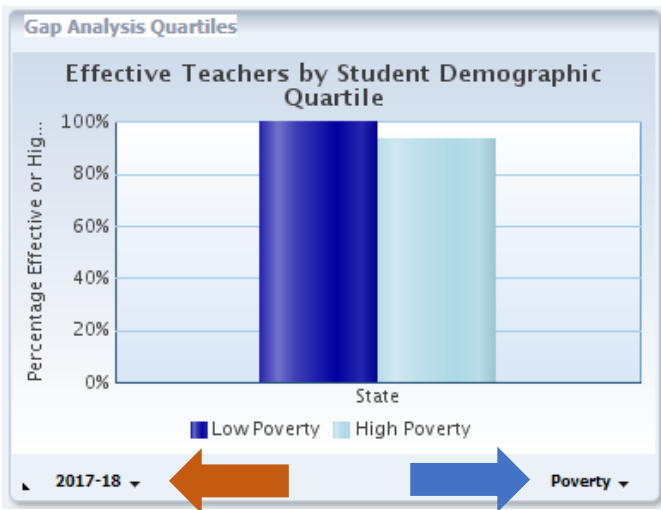
- c. The **Alignment** tab shows the correlation between how educators are performing on their professional practice (Standards 1-5 for teachers; Standards 1-6 for principals) and student growth (Standard 6 for teachers; Standard 7 for principals) on statewide assessments and other measures.



View the alignment between Measures of Student Learning (Standard 6 for teachers; Standard 7 for principals) and each professional practice **Quality Standard by using the dropdown in the bottom right corner.**

View the data for the **three most recent years of available data using the dropdown in the bottom left corner.**

- d. The Gap Analysis tab shows number of effective (or higher) teachers and principals who serve where there are particularly low or particularly high proportions of specific student demographic groups.



View the data using the **dropdown in the bottom right corner for each of the following demographic groups:**

- Poverty (indicated by student eligibility for free or reduced-price lunch)
- Minority (defined as all except white, non-Hispanic)
- ELL (English Language Learners)

View the data for the **three most recent years of available data using the dropdown in the bottom left corner.**

6. The **Lookup by Name** and **Browse** options on the right-hand side can narrow down the data to the district and school level. Use the Lookup by Name option to find a specific district or school, for the Browse option click on names to select a specific district or school and click on the arrows to expand/collapse the options. To return to state-level data click on “Colorado”. The **Download** option is also available to download the data from the table into a spreadsheet.

Note: The default Educator Effectiveness Metrics data displayed reflect state-level results.

## WHERE CAN I LEARN MORE?

Access to 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).