



**COLORADO**  
Department of Education

# EPIC

EDUCATOR EFFECTIVENESS PRACTITIONER IMPLEMENTATION COUNCIL



## Educator Effectiveness Practitioner Implementation Council (EPIC)

### Vision and Purpose

EPIC will be built on the premise that the primary purpose of educator effectiveness is to promote and support the professional growth and development of educators through quality feedback. While there have been multiple opportunities over past years for stakeholder involvement in educator effectiveness at CDE, the new Council (EPIC) will chart a distinct course from former advisory groups and build upon the valuable lessons learned as well as demonstrated successes from past groups.

### The Council

The Educator Effectiveness Practitioner Implementation Council (EPIC) will include 17 Colorado practitioners of educator effectiveness. All practitioners of educator effectiveness in Colorado are encouraged to apply to join EPIC. The new council will be established with a commitment and focus on equity, diversity, and inclusion. EPIC will include representation from across the state (including rural, suburban, and urban communities), as well as different practitioner roles related to educator effectiveness, and will seek practitioners who possess the following qualities:

- A strong interest and commitment to engaging in systems-level, collaborative work and relationships.
- A demonstrated understanding of the realities of educator effectiveness and evaluation in a school/district/BOCES setting.
- A deep understanding of educator evaluation processes, systems, and structures - inclusive of professional practices' quality standards and measures of student learning/outcomes - based on work in educator effectiveness.
- A solid network with other practitioners from which opportunities exist to gather insights/input, as well as disseminate EE-related information and updates.
- A unique perspective that contributes to a diverse EPIC membership.
- The time and capacity to engage as an active participant and partner.

### EPIC Focus

EPIC will include a focus on expanding our collective understanding of practitioners' needs related to educator evaluations, specifically:

- Serve as an advisory body to CDE's Educator Effectiveness (EE) Office and provide input/insights into the process of evaluating educators in Colorado.
- Explore and deepen understanding of trends related to EE and impacts on practitioners and educators.
- Identify and deepen understanding of practitioner needs to bolster and enhance educator evaluation practices.
- Identify opportunities for innovation and improvement to implementation of current EE process and systems.
- Provide input specific to practitioners' point-of-view and experiences related to the implementation of existing and emerging/new EE policy and guidance.
- Provide a forum for new/emerging ideas related to EE implementation in Colorado.

### Email

[educator\\_effectiveness@cde.state.co.us](mailto:educator_effectiveness@cde.state.co.us)

for more information



## Application to Join EPIC

If you are an educator effectiveness practitioner and the above describes an opportunity you would like to be a part of as well as qualities you bring to this new council, please review the following overview of member role and expectations, and complete the application.

### *Member Expectations (Overview)*

The following is an overview (not comprehensive) of the expectations for council members. EPIC members will establish agreements and confirm scheduling for the next year during their initial meeting and onboarding.

- EPIC members will prioritize attendance at council meetings.
  - It is anticipated that council meetings will take place quarterly, with some meetings in-person and some virtual/online.
  - The first meeting will ideally take place in Denver and will be a day and a half in length. During the first meeting, council members will establish agreements for their work together, including confirmation of the meeting schedule for the next year.
- EPIC members will engage with colleagues and other educator effectiveness practitioners to invite additional input and feedback related to the work of the council.
  - While there will be 17 EPIC members, it will be understood that those 17 individuals actively represent the experiences and perspectives of others as well as their own when engaging in EPIC meetings and related work/conversations.
- EPIC members will be volunteers and will not receive any compensation for their participation.
- EPIC members will serve for a period of 2 or 3 years.
  - To stagger the timeframe and process for member turnover, some members will serve for 2 years, while others will serve for 3. Members will determine the length of their service during their onboarding.

### *Application Process*

- Interested educator effectiveness practitioners complete the EPIC Member Application 2021 (accessed via <http://www.cde.state.co.us/educatoreffectiveness/epic>).
  - Applicants can view the entire application form prior to completing. Please note: applicants need to complete the form in one sitting and will not have the option to save and return at a later time.
- Applications will be reviewed based on the criteria set forth regarding the vision and purpose of this new council, as well as the specific qualities for council members listed in the previous section, including representation of different geographic, demographic, and practitioner perspectives/roles.
- Finalists will be asked to submit two (2) letters of support – one from another practitioner and one from their supervisor – prior to the final selection and invitation to join EPIC.
- All applicants will be notified of the results of the selection process in early October 2021.

## Questions

Please email [educator\\_effectiveness@cde.state.co.us](mailto:educator_effectiveness@cde.state.co.us) with any questions and/or for more information.