

Improvements to the Colorado State Model Evaluation System

July 2013

Throughout the 2012-13 school year, the Colorado Department of Education (CDE) has monitored the usability, fairness and credibility of the Colorado State Model Evaluation System. As a result, improved teacher and principal rubrics for districts using the model system are being released. Key changes include:

- Rubrics have been shortened
- The professional practices language is more specific to help set performance expectations
- Redundancies have been eliminated
- Most non-observable professional practices (in the teacher rubric) have been eliminated from Standards 1, 2 and 3 as many pilot districts believed them to be biased or unfair
- The lowest category on the rubric has been changed from "Not Evident" to "Basic"

The most substantial change to the rubric involves the Not Evident column. CDE has changed the title of the Not Evident column to Basic. Along with the name change is a change in the scoring process. Basic items will be scored the same way as all of the other rating levels.

Why was the Not Evident Column Changed?

This change was made based on feedback from Colorado teachers, principals and superintendents that the Not Evident rating level was confusing due to the double-negative in determining what to check. There was additional confusion that marking items in the Not Evident column was not desirable, while marking them in all other columns was desirable. The Educator Effectiveness team believes this important change will result in fairer, more reliable and more easily understood ratings for educators.

What does this Change Mean?

The model system rubric is cumulative in content. Each level of the rubric represents an increase in the quality, intensity, consistency, breadth, depth and complexity of practice. With the old version of the rubrics, if an educator received any checks in the Not Evident column, and any checks in the Partially Proficient through Exemplary columns, they received a minimum rating of Partially Proficient. This meant that receiving checks in the Not Evident column was un-desirable and used a different scoring rule than all other columns. With the change to Basic, and the removal of the double red lines, the rubric can be scored in the same manner across all columns. Additionally, an educator must receive all the checks in the Basic column to be able to move to any other rating in the rubric. This means that an educator must have evidence of the professional practices in the Basic column in order to receive any rating beyond Basic.

The old Not Evident column:

- By definition, Not Evident meant that there was inadequate evidence of the educator's professional practice
- Checks in the column were un-desirable
- If a check was received in the column, it was a red flag for support and professional development

The new Basic column:

- By definition, Basic means that the educator's professional practices are significantly below state standard
- All of the checks in the column are needed to move to the other ratings in the rubric
- If a check is missing in the column, it is a red flag for support and professional development

Where can I Learn More?

- Watch a short video describing the new scoring rule:
<http://connect.enetcolorado.org/p9og00sqp6b/?launcher=false&fcsContent=true&pbMode=normal>