

SUPPORTING Great Teachers and Leaders

What is Senate Bill 10-191?

In 2010, S.B. 10-191 was passed changing the way both principals and teachers are supported and evaluated in Colorado with the ultimate goal of ensuring college and career readiness for all students. The bill:

- Provides context for a system to give meaningful and credible feedback to educators aimed at continuously improving their performance and student results
- Requires evaluating educators based on statewide standards of practice and measures of student learning (for teachers and principals) or student outcomes (for specialized service professionals)
- Makes non-probationary status, often referred to as tenure, a meaningful step in an educator's career tied to professional expertise rather than length of service
- Requires mutual consent in the placement of teachers (eliminates forced placement)

The new evaluation requirements include opportunities for reflection, review, professional development and growth. Changes include:

- Annual evaluations required for all teachers, principals and specialized service professionals
- Development of statewide Quality Standards defining what it means to be an effective educator; the professional practice Quality Standards will account for half of an educator's annual evaluation
- The other half of an educator's annual evaluation will be based on the Quality Standard that measures student learning (for teachers and principals) or student outcomes (for specialized service professionals)
- Non-probationary status will be earned after three consecutive years of demonstrated effectiveness
- Non-probationary status will be lost after two consecutive years of ineffective ratings

How will school districts create a new evaluation system that complies with S.B. 10-191?

All districts were required to implement an evaluation system that aligns with the statewide Quality Standards by July 2013. To support school districts, the Colorado Department of Education (CDE) developed the Colorado State Model Evaluation System that meets the defined requirements. School districts can choose to adopt the Colorado State Model Evaluation System, or create their own system that meets or exceeds the requirements in State Board rules. The Colorado State Model Evaluation System for teachers and principals is being piloted in 27

Why are we implementing a new evaluation system?

- Students have the greatest chance to succeed when educators receive support to continuously improve their skills and knowledge. High quality evaluation systems have been shown to do this.
- Findings also validate that classroom teaching and principal leadership are the strongest school based factors effecting student achievement.
- In order to ensure student success in a globally competitive world, the new evaluation system embodies continuous improvement for teachers by providing ongoing feedback, support and meaningful information about how their practice impacts student learning.
- For principals, a more comprehensive evaluation system consisting of multiple types of performance data will help school leaders develop their teams and make more informed decisions.
- The new system will ensure effective teachers in every classroom and effective leaders in every school.



school districts throughout Colorado in the 2011-16 school years. Nineteen sites across the state are also piloting the Colorado State Model Evaluation System for specialized service professionals. Educator feedback is being used during the pilot to improve the system and will continue to be collected from all school districts to inform enhancements to the system.

What is the timeline for implementing the requirements of S.B. 10-191?

CDE is committed to supporting all Colorado school districts during the development and implementation of these changes and long after.

2012-13 school year

- The Colorado State Model Evaluation System for teachers and principals continued to be piloted to give direct feedback on the system for improvement
- CDE met with pilot districts to share lessons learned, analyze data and make adjustments to the system
- Criteria for evaluating other licensed personnel (now called specialized service professionals) were determined. Specialized service professionals include school audiologists, nurses, occupational therapists, physical therapists, psychologists, social workers, speech-language pathologists, counselors, and school orientation and mobility specialists
- All districts practiced applying measures of student learning to educator evaluations

2013-14 school year

- Every school district in Colorado required to provide an annual assurance that shows they are implementing the Colorado State Model Evaluation System or a locally developed system that meets all statutory and regulatory requirements
- The new evaluation requirements, based on the Quality Standards, were implemented statewide. Because it was the first year, a final rating of partially effective or ineffective did not count towards the loss of non-probationary status
- Rubrics for evaluating specialized service professionals were piloted
- CDE continued to meet with all districts to improve the Colorado State Model Evaluation System based on feedback and educator experience

2014-15 school year

- Evaluations based on the Quality Standards continue to be implemented
- Districts have flexibility in the 2014-15 school year only when determining how much weight the measures of student learning/outcomes standards counts in the educator's final evaluation rating
- This will be the first year that a final rating of partially effective or ineffective will be considered in the loss of non-probationary status (non-probationary status is lost after two consecutive years of ineffective ratings)
- CDE will continue to meet with all districts to improve the Colorado State Model Evaluation System based on feedback and educator experience

Where can I learn more?

- To watch a short video series on educator evaluation and support, visit www.cde.state.co.us/EducatorEffectiveness/Videos
- To view all CDE fact sheets, visit: www.cde.state.co.us/Communications/factsheetsandfaqs