

Educator Effectiveness Assurances

Revisions from 2020-21 to 2022-23



Each year, by July 1, Colorado districts and BOCES are required to submit assurances that they are implementing the State Model Evaluation System or another evaluation system that is aligned to the requirements in statute (C.R.S. 22-9-106) and Colorado State Board of Education rules (1 CCR 301-87) for teachers, principals and special services providers.

The Educator Talent Division will phase in revisions to the Educator Effectiveness (EE) Assurances over a three-year collection cycle that spans the assurances for school years 2020-21 to 2022-23. These revisions are designed to both respond to stakeholder feedback and allow for more comprehensive statewide reporting of district/BOCES evaluation system features. This will provide a more complete picture of district evaluation systems, which will be used to identify statewide trends in educator effectiveness evaluation processes and inform the Educator Effectiveness team's work supporting the field by meeting with individual districts and organizing regional professional learning communities (PLCs).

In prior years, CDE asked districts to provide a website location where they described details of their evaluation process to fulfill the requirement to publicly communicate their evaluation process. District feedback showed that most districts fulfilled this requirement through other means of communication. Additionally, a signature page was required that included signatures from both the superintendent/BOCES executive director and the school board chairperson, which proved to be a burdensome process under normal circumstances and would have been particularly challenging during the COVID-19 pandemic. In response, website and signature page requirements have been removed from EE Assurances.

The assurance data collected in prior years provided details on a portion of important evaluation system components, however, it did not include all important components. The collection has been revised to include the local education agency's (LEA's) weighting of educator quality standards, ways measures of student learning are used in the evaluation process and district use of the advisory personnel performance evaluation council. As a part of the phased implementation of the revisions to assurances and due to the impact of the COVID-19 pandemic, information related to measures of student learning will not be implemented until the second phase of the assurances collection revision, which will be implemented in the 2022-23 school year.

Below is a summary of the requirements for assurances for the 2020-21 and 2021-22 school years, the first phase of the revision implementation, which are due by July 1, 2020 and July 1, 2021, respectively:

- **Removed:** The requirement for a district website with evaluation details
- **Removed:** The requirement for a separate signature page containing two district/BOCES leadership signatures (*Replaced by digital signature embedded in the collection form*)
- The educator evaluation model used to evaluate teachers, principals and all nine categories of special services providers (SSPs)
- For educators evaluated using the state model evaluation system, the weights assigned to the four professional practices quality standards defined in rule must be provided (*New*)
- The implementation of the Advisory Personnel Performance Evaluation Council (also referred to as the 1338 Committee) (*New*)
- The date by which all educators will be trained on the system that will be used for their evaluation (*New*)

For assurances for the 2022-23 school year, the second phase of the revision implementation, below is a summary of additional information about Measures of Student Learning/Outcomes (MSLs/MSOs) that will be requested and due by July 1, 2022:

- The ways Measures of Student Learning (MSLs) are calculated for teachers, including:
 - how much weight the district/BOCES assigns to collective and individual measures in total,
 - what collective measures are used and how they are weighted, and
 - what individual measures are used and how they are weighted;
- The ways Measures of Student Learning (MSLs) are calculated for principals, including:
 - the minimum number of measures required,
 - what measures are used and how those measures are weighted;
- The ways Measures of Student Outcomes (MSOs) are calculated for SSPs, including:
 - what measures are used and how those measures are weighted.

The Educator Effectiveness Regional Team will continue to provide support to districts regarding their evaluation processes, including system changes and assurances revisions, and will be available to help districts/BOCES plan how student learning measures are used in the evaluation process in 2020-21 and 2021-22 when state summative assessment data are not available to be used for evaluations. For further information, please contact the Educator Effectiveness Office (Educator_Effectiveness@cde.state.co.us) or your [Regional Specialist](#).