

Educator Effectiveness: Key Messages

Key Messages

High Level Messages (Framing Educator Effectiveness)

- The power of Colorado’s education improvement efforts lies in the integration of key priorities: **relevant and rigorous standards, aligned and meaningful assessments, excellent teachers and school leaders, and high-performing schools and districts** all aimed at helping students succeed in an increasingly competitive workforce.
- Colorado’s commitment to continually improving student growth requires that we regularly revisit the learning we seek for children AND support the growth of educators who dedicate themselves to student success.
- Effective educators are proven to be the single most important school based factor in every student’s chance to succeed.
- Colorado is supporting educators in their quest to continually improve their professional practice and expand their impact on students.

Purpose of New Educator Evaluation System

- Every child in every community deserves excellent classroom teachers and building leaders.
 - Colorado is improving teacher and principal evaluation systems to provide educators with more meaningful feedback and support so they can achieve their goal of maximum results with students.

Benefit to Students

- Students have the greatest chance to succeed when educators receive support to continuously improve their skills and knowledge.
 - Ongoing feedback and targeted professional development helps educators meet the changing needs of their students.

Benefits to Teachers

- With ongoing feedback and support, the new evaluation system provides teachers with meaningful information about how their practice impacts student learning.
 - Teachers coach and mentor each other based on their identified strengths and growth opportunities, giving educators more control over their professional growth.
 - The new system acknowledges the central role of teachers and provides the opportunity to reflect and refine their practice in order to continually meet the needs of their students.

Benefits to Principals/Schools

- A more comprehensive evaluation system consisting of a portfolio of performance data will help school leaders develop their teams and also help them make more informed decisions.
 - The new system encourages leaders and staff to work as a team to match teacher skills to classroom needs.

Continuous Improvement

- Colorado’s Educator Effectiveness effort is designed to continuously improve and evolve based on field feedback and experience.
 - Key elements of the Colorado Model Evaluation System were pilot tested in districts to make improvements before statewide implementation.

- The system has feedback loops from teacher to principal, school to district, and district to state to ensure continuous improvement.
- Teachers are the experts in improving student learning. They have helped shape the new system, including new tools and evaluation instruments.

Fairness and Reliability

- Colorado is committed to designing and maintaining an evaluation system that is fair to all educators. Decisions about effective practices will be based on multiple types of data.
 - The goal is to improve the reliability of data with time and experience using the new system.
 - The system uses multiple measures to determine student growth and assess professional practice.
 - Due process for educators, including the ability to appeal decisions, is included as a safeguard.