

CONNECTING Technology Support to the Colorado State Model Evaluation System

Senate Bill 10-191 was passed in 2010 changing the way educators are evaluated and supported in Colorado. To support a fair and consistent educator evaluation system, the Colorado Department of Education (CDE) is developing tools to help evaluators provide useful and actionable feedback to educators. CDE has contracted with RANDA Solutions, Inc. (RANDA) to create an online performance management system to support districts in the implementation of the Colorado State Model Evaluation System.

What is the Colorado State Model Performance Management System?

Colorado has created evaluation rubrics for principals, teachers and nine categories of specialized service professionals designed to capture evidence of professional practices relating to effectiveness. The evaluation rubrics consist of standards and elements aligned to the educator Quality Standards that include the evaluation rubrics (the 50 percent professional practices) and measures of student learning (50 percent student learning/growth). The performance management system will include electronic interfaces and data collection tools for the evaluation rubrics, measures of student learning, final effectiveness ratings, and reports with useful and actionable feedback for educators.

Will Colorado districts be required to use the Colorado State Model Performance Management System?

RANDA will power the Colorado State Model Performance Management System and is entirely optional for districts. Each district has the autonomy to select a vendor or design a performance management system locally that best meets their needs.

How much does it cost to use the Colorado State Model Performance Management System?

The Colorado State Model Performance Management System (as designed) is free for districts/BOCES using the state model system. CDE plans to sustain the licensing costs to support districts/BOCES that adopt the RANDA powered system. However, if a district wants to further customize elements of the

Anticipated Timeline

August - December 2013

- Gather system requirements
- Initial website design
- User feedback sessions with practitioners to review prototypes
- Initial development of base evaluation module

January - March 2014

- Initial development of Measures of Student Learning module
- Initial website design for composite scoring and reporting module

April - June 2014

- User feedback sessions with practitioners to review composite scoring and reporting prototypes
- Initial development of composite scoring and reporting module
- Beta-testing and demonstration of current modules

July - September 2014

- Deployment of composite scoring and reporting module with ongoing enhancements
- Delivery of online video tutorials, user's guides and quick start materials
- Training sessions with school districts/BOCES
- Official rollout to Colorado local education agencies.

system beyond the state contract, districts will need to work with RANDA directly to determine pricing for local enhancements.

Transitioning to the Colorado State Model Performance Management System

To support districts while RANDA is developing the Colorado State Model Performance Management System during the 2013-14 school year, the Educator Effectiveness team has developed Excel rubrics that districts can use for conducting evaluations. Additionally, many districts may have developed their own electronic solutions or selected a vendor to support their implementation of the Colorado State Model Evaluation System. As the Colorado State Model Performance Management System is expected to be ready for district/BOCES use beginning with the 2014-15 school year, the chart below illustrates different district options for using the state model evaluation system:

District Options for Managing the State Model Evaluation System			
2013 - 2014	<p>If your district is currently:</p> <p>Using your own electronic performance management system (third party vendor or district-created)</p>	<p>If your district is currently:</p> <p>Using CDE-created Excel rubrics</p>	<p>If your district is currently:</p> <p>Using paper-based rubrics (using State Model rubrics in paper and pencil format)</p>
2014 - 2015	<p>Then, next year you can:</p> <ul style="list-style-type: none"> - Continue with third party vendor or district system OR - Migrate to the State Model Online Performance Management System 	<p>Then, next year you can:</p> <ul style="list-style-type: none"> - Choose third party vendor or district system OR - Migrate to the State Model Online Performance Management System 	<p>Then, next year you can:</p> <ul style="list-style-type: none"> - Continue to use paper/pencil OR - Choose third party vendor or district system OR - Migrate to the State Model Online Performance Management System

How is CDE engaging educators in the development of the Colorado State Model Performance Management System?

- RANDA Development Advisory Council - The council is comprised of practitioners and administrators to inform the development of the solution. The council will meet regularly to provide feedback to CDE and RANDA at key points in the development process.
- Beta-Test – CDE and RANDA are conducting a beta-test that will run through June 2014. Districts that are beta-testing the system will suggest improvements to the system for the statewide rollout and test and respond to needed changes.

For more information on engaging in the development of the performance management system, please contact Joslyn Robich at robich_joslyn2@cde.state.co.us.

Where can I learn more?

- To learn more about the Colorado State Model Performance Management System, visit <http://www.cde.state.co.us/educatoreffectiveness/copms>
- For more information on RANDA, visit <http://randasolutions.com/>