

CONNECTING Teacher Status and S.B. 10-191

Understanding the Non-probationary Implications of S.B. 10-191

With the passage of Senate Bill 10-191 (S.B. 10-191), the expectations for teachers to earn and maintain non-probationary status have been changed. This fact sheet focuses on the earning and retaining of non-probationary status and is meant as a high-level guide. It is important to note that it does not take the place of state law or local district governance and agreements.

Earning Non-probationary Status

Beginning in the 2013-2014 school year, educators are required to have three consecutive years of effective (or highly effective) ratings to earn non-probationary status. Educators that have already earned non-probationary status prior to the 2013-2014 school year maintain their status entering the 2013-2014 school year.

Educators with probationary status entering the 2013-2014 school year may count their previous satisfactory ratings towards the earning of non-probationary status.

Losing Non-probationary Status

S.B. 10-191 and State Board Rules state, "A teacher shall lose non-probationary status after receiving two consecutive ratings of either ineffective or partially effective." This means that a non-probationary teacher must lose his/her non-probationary status after two consecutive years of either an ineffective or partially effective rating as indicated by the district's evaluation system. However, each district shall have an appeals process by which an educator can appeal their second consecutive ineffective/partially effective rating.

It is important to note that for the 2013-14 school year a non-probationary teacher's first rating of ineffective or partially effective will not count towards the loss of non-probationary status. Please see the section below for further clarification of teacher status under S.B. 10-191.

Statewide Definition of Teacher Effectiveness

Effective teachers in the state of Colorado have the knowledge, skills, and commitments that ensure equitable learning opportunities and growth for all students. They strive to close achievement gaps and to prepare diverse student populations for postsecondary success. Effective teachers facilitate mastery of content and skill development, and identify and employ appropriate strategies for students who are not achieving mastery. They also develop in students the skills, interests and abilities necessary to be lifelong learners, as well as skills needed for democratic and civic participation. Effective teachers communicate high expectations to students and their families and find ways to engage them in a mutually supportive teaching and learning environment. Because effective teachers understand that the work of ensuring meaningful learning opportunities for all students cannot happen in isolation, they engage in collaboration, continuous reflection, on-going learning and leadership within the profession.

Summary of Probationary and Non-Probationary Status

<p><u>Non-probationary Teacher</u></p>	<p>A non-probationary teacher rated effective or higher remains non-probationary.</p> <p>A non-probationary teacher rated ineffective or partially effective for the first time will retain non-probationary status.</p> <p>A non-probationary teacher who receives an effectiveness rating of ineffective or partially effective for the second consecutive year can either:</p> <ul style="list-style-type: none"> • Appeal the rating at the district level. If an appeal is made, there are two possible outcomes: <ul style="list-style-type: none"> ○ Appeal may be denied, in which case the teacher will lose non-probationary status; or ○ Final evaluation score may be considered a “no score”, in which case the teacher will be held harmless for that year only. Should the teacher receive a rating of ineffective or partially effective in the next school year, it is considered two consecutive years and the teacher will lose non-probationary status. • Lose non- probationary status <p>Note: District legal counsel should be consulted to determine the district’s timeline for assigning evaluation ratings.</p>
<p><u>Probationary Teachers</u></p>	<p>A probationary teacher rated effective or higher for three consecutive years will become non-probationary upon hiring in the fourth year of service.</p> <p>A probationary teacher rated ineffective or partially effective will remain probationary until he/she has earned three consecutive effective (or higher) ratings and is granted non-probationary status by his/her district. Non-renewal procedures are in effect for these educators.</p>

Where can I learn more?

- To learn more about S.B. 10-191 visit : www.cde.state.co.us/educatoreffectiveness/overviewofsb191

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