

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 student learning over time.
- 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 will now be required for all teachers and principals.
- Development of statewide Quality Standards defining what it means to be an effective teacher or principal; 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 over time.
- 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 must implement an evaluation system that aligns with the teacher and principal Quality Standards and State Board Rules by July 2013. To support school districts, the Colorado Department of Education (CDE) is developing a State Model Evaluation System that meets the defined requirements. School districts may choose to adopt the State Model Evaluation System, or create their own system that meets or exceeds the requirements in State Board Rules. The State Model

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.

Evaluation System for teachers and principals is being piloted in 27 school districts throughout Colorado in the 2011-13 school years. 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 after full implementation.

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 State Model Evaluation System for teachers and principals will be piloted (the State Model Evaluation System for principals was also piloted in the 2011-12 school year).
- CDE will collect data, information and feedback and meet with pilot districts to share lessons learned, analyze data and make adjustments to the system as needed.
- Criteria for evaluating other licensed personnel will be determined. Other licensed personnel include school audiologists, nurses, occupational therapists, physical therapists, psychologists, social workers, speech-language pathologists, counselors and teachers on special assignment.
- All districts practice applying student learning to educator evaluations.

2013-14 school year

- Beginning on July 1, 2013 every school district in Colorado will be required to provide an annual assurance that shows they are implementing the State Model Evaluation System or a locally developed system that meets all statutory and regulatory requirements. CDE will provide an “assurance” template for districts in spring 2013.
- The new evaluation requirements, based on the Quality Standards, will be implemented statewide. Because it’s the first year, a final rating of partially effective or ineffective will *not* count towards the loss of non-probationary status.
- Rubrics for evaluating other licensed personnel will be tested.
- CDE will continue to meet with all districts to improve the State Model Evaluation System based on feedback and educator experience.

2014-15 school year

- Evaluations based on the Quality Standards continue to be implemented.
- 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 (after three consecutive years of similar ratings).
- CDE will continue to meet with all districts to improve the State Model Evaluation System based on feedback and educator experience.
- CDE will continue to support districts as they implement S.B. 10-191.

Where can I learn more?

CDE is supporting the implementation of S.B. 10-191 and creating tools, resources and trainings.

- To watch a short video series on educator evaluation and support, visit www.cde.state.co.us/EducatorEffectiveness/EvaluationAndSupport.asp

The Colorado Department of Education

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