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Please forward this newsletter to any interested colleagues and encourage them to **sign-up for future updates** by [clicking here](#).

Informational Updates:

Evaluator Trainings for the Colorado State Model Evaluation System

Any individual that is conducting an evaluation of licensed personnel must go through a state approved training program. If your school district is using the Colorado State Model Evaluation System in the 2013-14 school year, you must attend a training conducted by CDE Educator Effectiveness staff or a “train-the-trainer” session that is led by someone in your district who has been trained by CDE.

There are other state approved programs that meet portions of evaluator training requirements. These include any authorized educator preparation program for administrators and the Colorado Association of School Executives (CASE) series of workshops. However, new expectations set forth in S.B. 10-191 require some additional information and training if districts choose to use the Colorado State Model Evaluation System. District personnel will need to know about the new technical requirements of the Colorado State Model Evaluation System so the anyone using the Model System must attend a CDE training or a “train-the-trainer” session that is led by someone who has been trained by CDE.

The Educator Effectiveness staff is working with BOCES to create a master schedule of evaluator trainings for all regions of the state. Over the course of this coming year, CDE expects to offer approximately 10-15 trainings around the state on the Colorado State Model Evaluation System. The goal is to have a schedule up on the CDE website by November. There will be guidance to districts on who should come to these trainings and district administrators will identify the appropriate attendees from their district. The one-day trainings will be a “train-the-trainer” model so that district staff can go back to their districts - with a toolkit provided by CDE - and train the rest of their staff on the Colorado State Model

Evaluation System. Look for an update in next month's e-newsletter and check the [registration website](#) for updated information.

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Other Licensed Personnel Update and Timeline

Under S.B. 10-191, the State Council for Educator Effectiveness is responsible for recommending evaluation criteria and ratings for categories of educators other than principals, assistant principals and classroom teachers (referred to as other licensed personnel). Other licensed personnel (OLP) include school audiologists, nurses, occupational therapists, physical therapists, psychologists, social workers, speech-language pathologists, counselors and teachers on special assignment.

Recently, the State Council for Educator Effectiveness and CDE formed work groups to make recommendations regarding the evaluation of OLP to ensure the evaluation is meaningful and provides feedback to inform practice.

Each of the work groups is charged with identifying how the license categories of OLP align to the Quality Standards for teachers and what changes, if any, need to be made to the Standards so they are applicable to their professional practices.. Recommendations from the workgroups will be made on the standards and element level at the Council's Sept. 28th meeting.

Here is a timeline for the delivery of these recommendations to CDE and the State Board of Education:

- **August-September 2012:** Work groups and CDE will gather national research and state examples for work groups, and develop standards and elements recommendations.
- **October 2012-January 2013:** State Council for Educator Effectiveness reviews and refines work group recommendations; presents recommendations to CDE and the State Board of Education.
- **January-February 2013:** CDE creates draft rules to present to the State Board of Education; work groups and CDE develop the professional practices and rubric.
- **February-May 2013:** SBE Rulemaking hearings; professional practice and rubric development continues.
- **2013-2014:** Pilot OLP instruments to prepare for roll out in 2014-2015
- **2014-2015:** Statewide roll out of OLP evaluation process

Please note that this timeline is not consistent with the timeline identified in statute which calls for implementation in 2013-14, but was supported by the bill sponsors in a March 2012 meeting with State Council for Educator Effectiveness members. Based on feedback from schools and districts, the State Council believes this timeline provides a more manageable sequencing of implementation of the many requirements of S.B. 10-191 while still remaining true to the spirit and intent of the law.

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Developing Guidance on the 50 Percent Student Growth Quality Standard

Senate Bill 10-191 requires that 50 percent of an educator's evaluation be based on student growth measures. While the [Colorado Content Collaboratives](#) work to build an assessment

Resource Bank with fair, valid and reliable measures of student learning, the CDE Educator Effectiveness team is developing draft guidance documents on how to aggregate multiple assessments into one final 50 percent student growth score. This score would be combined with the 50 percent professional practice (or rubric) score and result in an overall rating using the new evaluation system. To work on this effort and train districts on this portion of the evaluation new staff members have been hired onto the Educator Effectiveness team. Draft guidance should be available in December so make sure to check the [CDE Educator Effectiveness](#) website often!

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Resources:

New Drop-in Article for District Leadership and Principals

The Communications Division has created a second drop-in article for district leadership and principals to e-mail to their staff with important updates around the work being done on standards, assessments and educator effectiveness. To use this resource, download the [pre-written article here](#), copy the text into your e-mail, customize with your name and a personal message, and send!

Please note that these drop-in articles are being written in a series with new articles released each month. The content builds on itself and gets more in-depth each month so if you need additional information on the topics discussed in this month's drop-in article, make sure to download [August's drop-in article](#) for reference. The drop-in articles contain updates on work being done in all three areas of standards, assessment and educator effectiveness so if your district doesn't need a detailed update on one particular area, you are more than welcome to customize, shorten or delete content from the pre-written article.

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Educator Effectiveness Website Re-vamp

The CDE [Educator Effectiveness website](#) has a new look! The re-vamped website features easier navigation and several new resources. Here are some of the new features:

- Updated information on the pilot, teacher system and principal system for the [Colorado State Model Evaluation System](#).
- Opportunity to ask a question or give feedback to the CDE Educator Effectiveness team.
- [FAQ section](#), broken out by categories, with high-level AND specific questions. More questions will be added in the coming weeks. If you don't see your question, e-mail Educator_Effectiveness@cde.state.co.us.
- Several [fact sheets](#) on educator effectiveness topics like an overview of S.B. 10-191, an overview of the State Model Evaluation System, information on the Colorado Content Collaboratives and an introduction to the Colorado Academic Standards. Fact sheets will continue to be developed and added to the website.
- A [communications toolkit](#) with tools for district leadership and principals to use when training their staff or talking to their community about educator effectiveness. Some of the tools include:
 - Customizable "101" PowerPoints (with talking points) that give an overview on educator effectiveness topics and can be used in staff meetings and other presentations

- Educator effectiveness talking points to provide the main framework of communications messaging to use in any communication vehicle
- Educator effectiveness communications strategies and pitfalls

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CDE Educator Effectiveness Staff

Please feel free to reach out to the CDE Educator Effectiveness Team with questions or for help with any of your district/school Educator Effectiveness needs.

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Visit the CDE Educator Effectiveness website at:
www.cde.state.co.us/EducatorEffectiveness/index.asp

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