

Educator Effectiveness Metrics

Reporting of Aggregate Educator Performance Ratings



COLORADO
Department of Education

Educator Effectiveness Metrics overview

The Great Teachers and Leaders Act, Senate Bill 10-191, changed the way principals, teachers and special services providers are evaluated in Colorado. As required by statute, C.R.S. 22-9-106, and Colorado State Board of Education rules, 1 CCR 301-87 6.01 (C), the Colorado Department of Education (CDE) has a role in reviewing and reporting on the implementation of these new evaluation systems, including collecting performance evaluation data and providing high-quality data back to districts and the public. The reports associated with monitoring evaluation systems statewide are referred to as the *Educator Effectiveness Metrics*.

The metrics are based on best practices for assessing the implementation of evaluation systems and on guidance from State Board of Education rules. The metrics provide districts with information they can use to continuously improve their evaluation systems. They also allow CDE to identify districts that may need additional support as well as meet the reporting requirements set forth in statute and State Board rules.

Public reporting requirements

In accordance with Colorado State Board of Education rules on monitoring the evaluation requirements, CDE is required to publish reports regarding increases in the effectiveness of educators, correlations between educators' performance evaluation ratings and student performance outcomes, and equitable distribution of effective and highly effective educators.

To meet that requirement, CDE staff selected four metrics for teachers and four for principals to be released to the public, though several additional metrics are available to districts:

- **Effectiveness Ratings:** The purpose of this metric is to review and report on distributions of overall educator effectiveness ratings over a three-year period in order to capture increases in the effectiveness of educators, in the aggregate.
- **Quality Standards:** The purpose of this metric is to review and report on distributions of Quality Standard ratings. As with the overall effectiveness ratings, the intent is to see if, in aggregate, there are increases in the effectiveness of educators at the standard level.
- **Alignment:** The purpose of this metric is to review and report on the alignment between educator performance on the professional practice Quality Standards and student performance as captured by the Measures of Student Learning.
- **Gap Analysis:** The purpose of this metric is to review and report on the equitable distribution of educators rated effective or higher in schools and districts that serve particularly low or particularly high proportions of students

Public Reporting of Educator Effectiveness Metrics

Educator Effectiveness Metrics are data reports derived from educator evaluations, which include:

- Annual evaluation of licensed personnel;
- Standards for performance; and
- Measures of student learning results.

In order to ensure that performance ratings for any given educator cannot be identified:

- Data is reported in the aggregate at the school, district and state level.
- Data is reported only for groups of five or more educators.
- Data is not reported if all educators in a group received the same performance rating.

in the following demographic groups: poverty, indicated by student eligibility for free- or reduced-price lunch, minority, defined as all except white, non-Hispanic students, and English Language Learners.

These metrics were selected based on the utility of the information provided, ease of understanding, and extent to which they fulfill state reporting requirements.

Privately reported metrics

In addition to the publicly available metrics, district leaders have access to additional metrics to further assess system implementation for the purpose of continuous improvement. These password-protected reports contain potentially personally identifiable information and may only be accessed by superintendents or their designees.

- **Effectiveness Ratings by Student Demographics and Outcomes:** The purpose of this metric is to review and report on the distribution of overall effectiveness ratings by District Performance Framework (DPF) ratings, School Performance Framework (SPF) ratings and by select student demographics (poverty, minority and ELL).
- **Effective or Higher Ratings by Student Demographics and Outcomes:** The purpose of this metric is to review and report on the relationship between the percent of effective or higher educators, School and District Performance Framework (SPF and DPF) information and select student demographics (poverty, minority and ELL).
- **Change in Ratings:** The purpose of this metric is to review and report on increases and decreases in evaluation ratings from the prior school year in order to assess growth in educator practice. Changes in ratings are also reported by experience level to monitor growth of novice and experienced educators separately.
- **Retention (*available for teachers in SchoolView Data Center*):** The purpose of this metric is to review and report on the retention of educators based on the rating they received for the year they were retained.

Three additional metrics displayed as graphs are available along with the password-protected reports to provide context for Educator Effectiveness Metrics.

- **Experience** displays the percentage of educators by experience level.
- **Racial Composition** displays the demographic composition of teachers and students in the state.
- **Yearly Change in Racial Composition (*available for teachers in SchoolView Data Center*)** displays the change in the demographic composition of teachers and students in the state.

WHERE CAN I LEARN MORE?

- To access to the Educator Effectiveness Metrics, visit: <http://www.cde.state.co.us/educatoreffectiveness/eemetrics>
- To view all Educator Effectiveness fact sheets, visit: <http://www.cde.state.co.us/educatoreffectiveness/factsheets>
- For questions about the metrics and/or to provide feedback, contact Educator Effectiveness staff at Educator_Effectiveness@cde.state.co.us.
- View all CDE fact sheets: www.cde.state.co.us/communications/factsheetsandfaq