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**COLORADO**  
Department of Education

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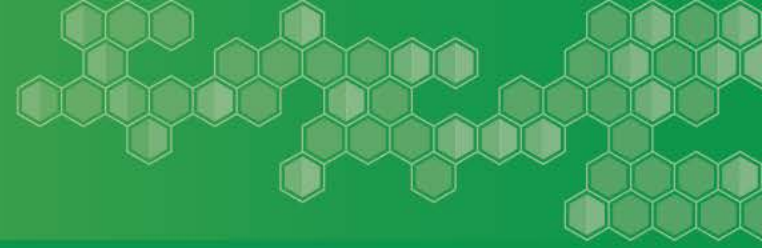
# Utilizing the Highly Effective Evaluation Process

Educator Effectiveness Office

Summer 2024

# Overview of Highly Effective Evaluation Process

# Overview of the Highly Effective Evaluation Process



- Districts/BOCES decide *IF* to offer
  - For those that offer the Highly Effective evaluation process, they must create implementation guidance
  - Decision must be made, and educators notified at the beginning of the school year
- Available for licensed personnel who have earned a Final Effectiveness Rating of Highly Effective for **three consecutive** years
  - For the 2024-25 school year, educators who earned a rating of Highly Effective for the school years 2021-22, 2022-23, and 2023-24



# Overview of the Highly Effective Evaluation Process

- Requirement of annual evaluations remains in place
- Districts/BOCES determine how to align this process with existing evaluation processes and local values
  - Process is supported in the Colorado Performance Management System (COPMS) in RANDA
  - CDE Values Activity Guide offers a conversation guide to explore this evaluation process with local leadership and stakeholders



# Considerations to Explore



- What potential benefits and challenges come to mind with implementing a Highly Effective evaluation process?

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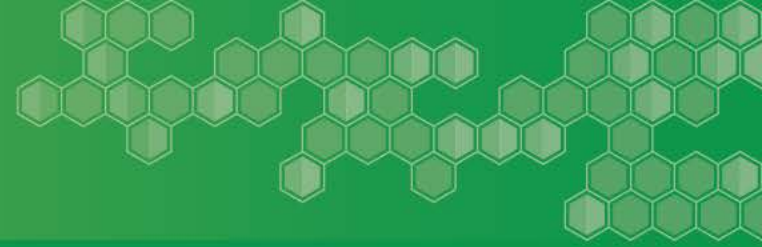
- How could using a Highly Effective evaluation process effect an educator's experience with the evaluation process?

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- What will be key in communicating with educators to ensure their understanding of the process and local implementation decisions?

# Snapshots from COPMS in RANDA

# The Highly Effective process in COPMS (RANDA)



The following offers a preview of the Highly Effective evaluation process within the Colorado Performance Management System (COPMS) in RANDA and provides excerpts of screenshots from within the system.

Districts/BOCES can access a “sandbox” for practice, training, and exploration of this process that will mirror their live account, and yet, does not include any live data.

All screenshots are from the CDE sandbox.

Please contact [copms@cde.state.co.us](mailto:copms@cde.state.co.us) or your [EE Regional Specialist](#) for additional information.



# Selecting the Highly Effective process in LEA Settings

Dashboard Administration Evaluations Reports Help

Home / Administration / LEA Settings

## LEA Settings

Academic Year: 2023-2024

LEA: Cde Demo District 2 (8890)

General Professional Practice Standards Important Dates Professional Development MSL/MSO Assessment Settings Site Logo Legal

Highly Effective Process

Will the LEA utilize the Highly Effective process this school year?

Yes  No

Confirm

Launch Identity Management

The LAM has completed the staff setup for this academic year and our LEA wishes to launch the automated CDE Identity Management staff import interface and begin the school year in COPMS.





# Selecting Educators in LEA Settings

Home / Administration / Highly Effective Evaluations

Use the table below to indicate if an educator will use the Highly Effective or Standard evaluation process. Check the box for the educator(s) if he/she should use the Highly Effective process. Leave the box unchecked to indicate the educator will use the standard evaluation process.

Name:

Filter by name...

School Filter:

Any School

Only Show Eligible Educators

show 10 records

First Previous 1 2 3 Next Last

Name	Role	<input type="checkbox"/>
Audiologist, Arnie (8890) (XXXX2330) <i>(Lea-Wide School Code)</i>	SSP-Audiologist	<input type="checkbox"/>
Counselor, Chrissy (8890) (XXXX2351) <i>(Lea-Wide School Code)</i>	SSP-Counselor	<input type="checkbox"/>
Nurse, Nita (8890) (XXXX0284) <i>(Lea-Wide School Code)</i>	SSP-Nurse	<input checked="" type="checkbox"/>
Occupational Therapist, Orlando (8890) (XXXX4455) <i>(Lea-Wide School Code)</i>	SSP-Occupational Therapist	<input checked="" type="checkbox"/>
Orientation And Mobility Specialist, Olivia (8890) (XXXX9183) <i>(Lea-Wide School Code)</i>	SSP-Orientation and Mobility Specialist	<input type="checkbox"/>
Physical Therapist, Paul (8890) (XXXX3741) <i>(Lea-Wide School Code)</i>	SSP-Physical Therapist	<input type="checkbox"/>
Principal (8890), Tony (XXXX4688) <i>Training School 1</i>	Principal	<input type="checkbox"/>
Principal (8890), Sally (XXXX2858) <i>Training School 2</i>	Principal	<input checked="" type="checkbox"/>



# HE Process Activities

Home / Evaluations / Teacher (8890), Erin (XXXX0214)

## Teacher (8890), Erin (XXXX0214)

2023-2024

- [View History](#)
- [Cde Demo District 2](#)
- [Training School 1 - Teacher](#)

Educator Information

**Grade(s):** K, 1, 2, 6, 7, 8

**Content Area(s):** Dance

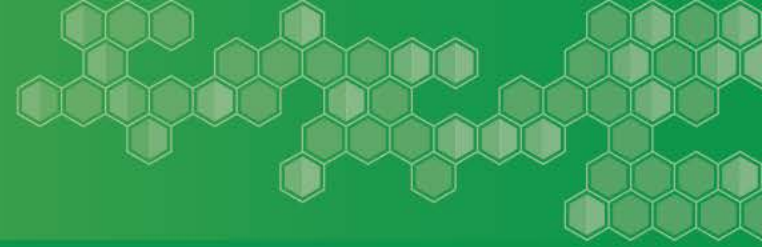
**Probationary Status:** Probationary

Evaluation Process Tracking	
Activity	Status
<a href="#">Training/Orientation</a>	Item Closed By Admin
<a href="#">Focus Area Worksheet (HE)</a>	In Progress
<a href="#">Professional Growth Plan (HE)</a>	Not Started
<a href="#">Mid-Year Review (HE)</a>	Not Started
<a href="#">Evaluator Assessment Rubric (HE)</a>	Not Started
<a href="#">End-of-Year Review (HE)</a>	Not Started
<a href="#">MSL/MSO Worksheet</a>	Not Started
<a href="#">Final Effectiveness Rating</a>	Not Started
<a href="#">Goal-Setting and Performance Planning (HE)</a>	Not Started


**NOTE:**  
 The “HE” notation indicates an activity specific to the Highly Effective evaluation process.



# Focus Area Worksheet (excerpt)




Teacher (8890), Erin (XXXX0214)

 Print to PDF

**Quality Standard II**

- Element a:** Teachers foster a predictable learning environment characterized by acceptable student behavior and efficient use of time in which each student has a positive, nurturing relationship with caring adults and peers.
- Element b:** Teachers demonstrate an awareness of, a commitment to, and a respect for multiple aspects of diversity, while working toward common goals as a community of learners.
- Element c:** Teachers engage students as individuals, including those with diverse needs and interests, across a range of ability levels by adapting their teaching for the benefit of all students.
- Element d:** Teachers work collaboratively with the families and/or significant adults for the benefit of students.

Please provide a brief explanation of why you selected these Quality Standards and Elements as your focus areas for this school year.

xxx 

 Educator Signature

*Erin Teacher (8890) completed this form on 7/18/2023 12:38:29 PM*

 Evaluator Signature

- I approve and accept the focus area selections.

Comments



Submit



# Key Questions to Consider

- How will your Advisory Personnel Performance Evaluation Council (1338 Council) be involved in the decision to offer a Highly Effective evaluation process?

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- How does your evaluation system currently differentiate feedback and/or support for educators at varying levels of effectiveness?

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- What training and/or support may be needed for evaluators and educators if a Highly Effective evaluation process is offered in your district/BOCES?



# Key Questions to Consider

## *continued*



- What could be leveraged from your current evaluation process to support implementation of a Highly Effective evaluation process?

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- What will an annual evaluation cycle look like for educators using the Highly Effective evaluation process?

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- How will you communicate the availability of this option to your educators?

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- How can you leverage the use of a Highly Effective evaluation process to retain teachers?

# CDE Resources

- Highly Effective Evaluation Process Overview  
<https://www.cde.state.co.us/educatoreffectiveness/highly-effective-evaluation-process-overview>
- Values Activity Guide  
<https://www.cde.state.co.us/educatoreffectiveness/values-activity>
- Resources for District/BOCES Leaders  
<https://www.cde.state.co.us/educatoreffectiveness/for-district-boces-leaders>
- Resources for Principals/Assistant Principals  
<https://www.cde.state.co.us/educatoreffectiveness/for-principals-evaluators>
- Downloadable Resources & Related Links  
<https://www.cde.state.co.us/educatoreffectiveness/download-resources-and-related-links>
- Educator Effectiveness Regional Specialists  
<https://www.cde.state.co.us/educatoreffectiveness/ee-regions>