



Educator Effectiveness Legislative Update: Senate Bill 22-070 Overview

Senate Bill 22-070, the Kindergarten through Twelfth Grade Licensed Personnel Performance Evaluations Act, updates and refines educator evaluation in Colorado. Implementation of this statute will occur in the 2023-24 school year.

The following is offered as a general overview and includes opportunities for educators to participate in a variety of stakeholder activities in the rulemaking and implementation process. Specifically, S.B.22-070 directs CDE to develop and provide guidance and support for the following areas:

- Update the composition of final effectiveness ratings
 - Shift the FER percentages from 50% professional practices and 50% measures of student learning/outcomes to 70% professional practices and 30% MSL/MSO.
- Refine/update aspects of the MSL/MSO portion of an educator's final effectiveness rating, including:
 - Collective measure(s) within the MSLs/MSOs cannot exceed 10%.
 - Collective measure(s) within the MSLs for teachers and principals can only use data based on the performance of students enrolled at their school.
 - Any educator who is new to a district/BOCES cannot have data from before they were employed used in the collective measure(s) of their MSL/MSO.
- Develop and make available an evaluation pathway and process for educators rated Highly Effective for three consecutive school years
- Develop and make available new rubrics for licensed personnel in a limited number of specialized teacher or principal roles
- Develop and require training for evaluators of licensed personnel – training to be provided or approved by CDE
- Adjust the timing for reporting of final effectiveness ratings (FERs)
 - Requires that all FER data is reported to CDE annually by Oct. 15, i.e., FER data will no longer be collected within the HR data collection.
 - For the 2022-23 school year, the new Staff Evaluation Snapshot to collect FER data will open in the spring of 2023.

NOTE: There are additional areas addressed within S.B.22-070 that already exist within current statute and State Board Rule, e.g., encouraging districts/BOCES to work with their Advisory Personnel Performance Evaluation Council (1338 Council) and experiment with innovative methods of observation. In forthcoming guidance, the Educator Effectiveness Office will reinforce opportunities and encouragement for local decision making and flexibility.

For the 2022-23 school year

- S.B.22-070 has no impact on educator evaluations

For the 2023-24 school year

- S.B.22-070 directs the following be implemented:
 - Update to the composition of FERs from 50:50 to 70:30, professional practices and MSL/MSO respectively
 - Refinements/updates to MSLs/MSOs
 - Development of a Highly Effective evaluation pathway
 - Development of new rubrics for specific educator roles
 - Development of required training for evaluators
 - Adjustment to timing for reporting of FERs



Opportunities for Stakeholder Input

In the coming months there will be numerous opportunities for stakeholders to provide input and insights in support of the development of content and guidance outlined within S.B.22-070, as well as the State Board of Education rulemaking process. Initial opportunities are identified below, and additional opportunities will be shared as they become available.

Work Groups

Work Groups are specialized small group committees which are dedicated to the development of specific aspects of SB 22-070, such as new rubrics and the Highly Effective educator pathway. Work Groups will meet over multiple dates and times, which are listed below. Each session will be either 60, 90, or 120 minutes and will take place virtually over Zoom. Work group participants are required to attend all sessions. Space will be limited to maximize opportunities for input, and every effort will be made to accommodate all interested participants. By registering for a work group, you consent to your session being recorded. Complete the interest form by clicking on the title of the Work Group.

- [State Model Scoring System \(70:30 FER Shift\)](#)
 - Tuesday, Nov. 29, at 10a.m. (60 mins)
 - Wednesday, Dec. 7, at 3:30p.m. (90 mins)
- [Highly Effective Educator Pathway](#)
 - Wednesday, Nov. 30, at 4p.m. (60 mins)
 - Tuesday, Dec. 6, at 11a.m. (90 mins)
 - Monday, Dec. 12, at 8a.m. (90 mins)
- [New Rubric: Special Education Teacher](#)
 - Wednesday, Nov. 30, at 8a.m. (60 mins)
 - Monday, Dec. 5, at 1p.m. (120 mins)
 - Thursday, Dec. 15, at 3:30p.m. (90 mins)
- [New Rubric: Teacher Librarian](#)
 - Friday, Dec. 2, at 8a.m. (60 mins)
 - Friday, Dec. 9, at 10a.m. (120 mins)
 - Wednesday, Dec. 14, at 3:30p.m. (90 mins)
- [New Rubric: Instructional TOSA](#)
 - Thursday, Dec. 1, at 10a.m. (60 mins)
 - Wednesday, Dec. 7, at 8a.m. (120 mins)
 - Monday, Dec. 12, at 3:30p.m. (90 mins)
- [New Rubric: Dean](#)
 - Monday, Nov. 28, at 12p.m. (60 mins)
 - Tuesday, Dec. 6, at 3p.m. (120 mins)
 - Wednesday, Dec. 14, at 8a.m. (90 mins)



Focus Groups

Focus groups will be offered in two rounds during the 2022-23 school year. While every effort will be made to provide opportunities for all educators who are interested to participate, space will be limited for each session to ensure robust conversations and avenues for input. Additional dates/times may be added if needed and updates will be posted on the [website](#).

- **Round 1 – Fall 2022: Virtual/Online Focus Groups** (*completed Oct. 2022*)
- **Round 2 – Winter to early Spring 2023: In-person and Virtual/Online Focus Groups**
 - *Dates and times will be announced by the end of 2022*

Stakeholder Survey

The S.B.22-070 Educator Effectiveness Stakeholder Survey was open for responses from all educators across Colorado through Sunday, Oct. 2.

Public Comment in Rulemaking Process

Under Colorado law, and as directed within S.B.22-070, the State Board of Education has a duty to promulgate and adopt rules related to the new legislation. The rulemaking process includes opportunities for public comment. An overview of [Rulemaking by the State Board of Education](#) is available online and dates for the public comment period will be published as soon as available (anticipated early 2023).

QUESTIONS?

Contact your [Educator Effectiveness Regional Specialist](#) for support and more information, or email educator_effectiveness@cde.state.co.us or visit the [Educator Effectiveness Office webpage](#).