

Documenting Teacher Status on EDT Indicators

CDE Federal Programs: Guidance for Districts with EDT Results



Overview

The Every Student Succeeds Act (ESSA) requires state education agencies to evaluate annually whether low-income and minority students are taught disproportionately by ineffective, out-of-field, or inexperienced teachers compared to their higher-income, non-minority peers.¹ ESSA also requires local education agencies (LEAs) accepting Title I-A funds to develop a plan to address any such disparities.²

This document provides guidance about how LEAs may document the three Equitable Distribution of Teachers (EDT) educator quality indicators: experience, in-field, and effectiveness. Colorado’s ESSA state plan provides the following definitions of these indicators, provided in Figure 1.

All data used to calculate EDT poverty and minority analyses are self-reported by LEAs through the October Count or HR Data Pipeline. Therefore, the accuracy and completeness of that data is crucial. Districts should work collaboratively with schools to ensure understanding of EDT requirements, especially charter schools with separate human resource systems or processes.

Figure 1: EDT Teacher Indicators

Indicator	Definition
Effective	Teacher’s evaluation rating, based on Colorado’s Educator Quality Standards, is Effective or Highly Effective. Half of this rating is based on professional practices; half is based on measures of student learning/outcomes.
In-Field	Teachers with at least one of the following, in the subject they teach: <ul style="list-style-type: none">• Endorsement on a Colorado teaching license• Degree (bachelor’s or higher)• 36 semester hours• Passing a State Board of Education-approved content exam
Experienced	Teachers with 3 or more full years of K-12 teaching experience (regardless of state).

Documenting Teacher Experience

Teachers are considered “experienced” when they complete 3 or more full years as teacher of record at a school or schools. LEAs may document teacher experience by keeping on file a resume of each teacher employed, with contact information for previous employers, if applicable. In many cases, LEAs track teacher experience via a centralized talent system database. In either case, tracking of experience may be done centrally or at the school level.

Documenting In-Field Status

Teachers are considered in-field when they demonstrate that their qualifications, postsecondary coursework, or demonstration of content knowledge matches the subject area of the course (or multiple courses) that they teach. CDE only analyzes the in-field status of teachers in “core courses” – Figure 2 lists these on the next page. There are four ways teachers may demonstrate in-field status –any one of these, if demonstrated, is sufficient to be in-field:

- **Colorado teaching license and endorsement(s):** CDE curates licenses, endorsements, and authorizations provided by the state; which may be verified online using the CDE [license database](#). Because CDE maintains these records, a record need not be kept locally.

¹ ESSA, §1111 (g)(1)(B)

² ESSA, §1112 (b)(2)

- Baccalaureate degree:** LEAs may document teachers' college or university undergraduate completion by keeping on file a copy of an official transcript for each teacher employed who may not be able to demonstrate in-field status through another means. This may be done centrally or at the school level.
- 36 Postsecondary credit hours:** LEAs may document teachers' college or university course credit completion by keeping on file a copy of an official transcript for each teacher employed who may not be able to demonstrate in-field status through another means. The first 24 postsecondary credit hours must crosswalk to endorsement worksheets. For the remaining 12 credit hours, LEAs may determine alignment based on a sound rationale –whether that be an existing LEA policy regarding relevant coursework that informed the in-field decision, or a cogent explanation of how the coursework being considered as in-field aligns to the course(s) taught. The copy of transcript may be kept centrally or at the school level.
- Passing score on relevant state approved content exam:** LEAs may collect teachers' certificate of passing grade on Colorado State Board-approved content exams. This may be done centrally or at the school level. More information on acceptable PLACE and Praxis exam scores is available here.

Figure 2: EDT Core Subjects

Code	Subject Area
0010	General Elementary Education
0015	General 7th / 8th Grade
0070	Co Alt Exclusively
0200-0299	Art
0500-0599	English Language Arts
0600-0699	Foreign Languages
1100-1199	Mathematics
1200-1299	Music
1300-1399	Natural/Physical/General Science
1500-1599	Social Sciences
1700-1799	Special Education

Documenting Effectiveness Status

EDT analyses consider teachers with a rating of effective or highly effective as *effective*, and teachers with a rating of partially effective or ineffective as *ineffective*. Each year, teacher evaluation results must be documented either in Colorado's Performance Management System (RANDA) or via an alternative tool (in alignment to the state evaluation model). Top line effectiveness results, as well as performance on specific quality standards, should be documented and available for review if requested by the state for monitoring purposes.

EDT Indicators and Monitoring

Starting in 2019-20, CDE began incorporating EDT documentation as a key monitoring indicator for districts. All districts eligible for EDT results (1,000 students enrolled or at least one school per grade span) are required to collect and maintain records to verify teacher experience, in-field status, and effectiveness. Districts with any size EDT gaps are required to develop a plan to address the identified disparities in student access to quality teachers (those with any medium or large gaps submit a plan via the Consolidated Application) in the subsequent year. More information on monitoring can be found here: <https://www.cde.state.co.us/fedprograms/monit/index>

For more information on EDT, including planning resources and 2018-19 results for districts, go here: <https://www.cde.state.co.us/fedprograms/equitabledistributionofteachers>