



Supporting Student Outcomes

Questions to consider when using your ESEA funds for Educator Effectiveness activities

Overview: Elementary and Secondary Education Act (ESEA) funds are intended to assist districts in achieving accelerated growth for those students most at-risk of not meeting academic standards. Through the Consolidated Application, local education agencies (LEAs) are able to coordinate grant strategies to lead to a greater impact on student achievement. To help maximize these strategies through the use of ESEA funds, CDE has created a series of guiding questions intended to help LEAs focus their efforts. Below are a series of questions to consider when an LEA chooses to use funds for EDUCATOR EFFECTIVENESS activities.

Implementation of Educator Effectiveness

- How are principals being supported in conducting quality observations and actionable feedback?
- How is inter-rater reliability being ensured?
- How is the use of quality student assessments being ensured?
- If an online professional development system has been purchased, what is the plan for utilization of this tool?
- For more detailed guidance on implementation of educator effectiveness, please see <http://www.cde.state.co.us/cdeprof>.

Supplemental activities

Hiring principal mentors

- What are the qualifications that will address principals' areas of greatest needs?
- What trainings have the mentors received?
- What will the frequency of observations and/or visits be?
- How will ongoing, actionable feedback be achieved?
- What will the district's role be in oversight of the mentors?

Providing professional development for principals related to strategies for providing effective feedback

- What Professional Learning Communities might be leveraged to offer this professional learning opportunity?
- What change in practice will result?

Providing professional development to classroom teachers related to understanding the rubrics and/or the *Resource Guide for Deepening the Understanding of Teacher's Professional Practices*

(<http://www.cde.state.co.us/educatoreffectiveness/resourceguideteacherpp>)

- What Professional Learning Communities might be leveraged to offer this professional learning opportunity?
- What change in practice will result?

Providing professional development to teachers and leaders related to developing Student Learning Objectives (SLOs)

- What are teachers' and/or leaders' current levels of knowledge?
- How are current SLOs impacting instruction and student learning?
- What improvements are needed?

Training teachers and leaders on implementing student assessments for the purpose of improving SLOs on teacher and principal evaluations

- What are teachers' and leaders' levels of understanding of the following regarding selected assessments?
 - How will the assessment directly impact student learning and inform instruction?
 - Does the assessment align to the Colorado Academic Standards?
 - Does the assessment include rigorous scoring criteria?
 - Is the assessment fair and unbiased?

CDE Strategic Goals

Districts should keep in mind CDE's Strategic Goals when completing the Consolidated Application:

- Start Strong
- Read by 3rd Grade
- **Meet or Exceed Standards**
- Graduate Ready



- Does the assessment provide opportunities for learning?
- The *Assessment Review Tool* is available for download at <http://www.cde.state.co.us/educatoreffectiveness/implementationguidance>.

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