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| **District Feedback Form**  |  **Rubric for Evaluating District Unified Improvement Plans (UIPs)** |

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| **Support Coordinator** |  | **District Name** |  |
|  | **District Code**  |  |

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| **As it is written, this plan:** | **Does Not Meet/Partially Meets/Meets/Meets - High Level** |
| **Investigates the most critical performance areas and prioritizes the most urgent performance challenges;** |  |
| **Identifies root causes that explain the magnitude of the performance challenges;** |  |
| **Identifies evidenced-based major improvement strategies that are likely to eliminate the root causes;**  |  |
| **Presents a well-designed action plan for implementing the major improvement strategies to bring about dramatic improvement; and** |  |
| **Includes elements that effectively monitor the impact and progress of the action plan** |  |

**Summary of Next Steps**

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|  **Description of Determination** | **Deadline** |
| [ ]  Urgent Action: Elements of the plan have been flagged for district review prior to submission for public posting. | April 15, 2019: Make changes as needed and submit to CDE for the April 15 deadline for public posting on SchoolView.  |
| [ ]  Required Change(s): The plan has required changes that must be addressed within the next year. | Required Change(s): |
| **Overall Summary** |
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| ❶ | **Does the plan investigate the most critical performance areas and prioritize the most urgent performance challenges?***Applicable Plan Elements: Data Narrative, Notable Trends, Priority Performance Challenges* |
| **Does Not Meet Expectations** | **Partially Meets Expectations** | **Meets Expectations** | **Meets Expectations at a High Level** |
| **Brief Description** | Demographics and Context | Does not include a description of district’s context. | Includes an incomplete description of district demographics and relevant contextual information about district and community. | Includes a description of district’s demographics and relevant contextual information about district and community. | Includes a thorough and compelling data narrative that can be used as a model for other districts. |
| Stakeholder Input and Involvement | Does not include a description of who was involved in development of the UIP. | Provides limited information about who was involved in development of the UIP or stakeholders have only been consulted. | Describes a variety of stakeholders (including teachers and the District Accountability Committee) that have been involved in development of the UIP in a meaningful way. |
| **Current Performance** | Current Performance | Does not include an explanation of district’s current performance. | Describes district’s current performance relative to just one set of expectations (e.g. local, state or federal expectations). | Includes an explanation of the district’s current performance relative to local, state and federal expectations (e.g. SPF, ESSA). |
| Previous Performance Targets | Includes previous year’s performance targets, but does not include any reflection and does connect to current plan. | Includes a reflection on previous improvement efforts and performance targets that provides a basis for current plan. |
| **Notable Trends** | Trend Statements | Does not include, or trend statements have significant issues. Example: Multiple measures or metrics in one statement (e.g., TCAP and CMAS, %P&A to MSS). Example: Trends are outdated (e.g., does not include most recent year). | Includes partially developed statements that consistently miss key elements (e.g., measure, metrics, trend direction, years, comparison point). | Consistently describes both positive and negative trends for performance, including key elements (e.g., measure, metric, trend direction, years, and comparison point) as appropriate for available n-counts. |
| Trend Analysis | Identifies trends that do not provide a clear picture of the district’s data story. | Includes trends that are at the appropriate level of detail given the district’s context. |
| Data Sources | Uses only one data source (e.g., CMAS, local interim assessment). | Includes multiple data sources with an explanation of the sources that were included or excluded for analysis. |
| ❶ cont. | **Does the plan investigate the most critical performance areas and prioritize the most urgent performance challenges?***Applicable Plan Elements: Data Narrative, Notable Trends, Priority Performance Challenges* |
| **Does Not Meet Expectations** | **Partially Meets Expectations** | **Meets Expectations** | **Meets Expectations at a High Level** |
| **Priority Performance Challenges (PPC)** | Identification of PPCs | Does not identify PPCs or PPCs have significant issues. Example: PPCs focused on adult actions. Example: PPCs listed as needs or next steps. | Identifies PPCs focused on student performance, but not at the appropriate magnitude or lacks focus (e.g., five PPCs). | Identifies no more than three student-centered performance challenges describing strategic focus for district at the appropriate magnitude. | Includes a thorough and compelling data narrative that can be used as a model for other districts. |
| Rationale | Provides a vague or weak rationale for prioritizing the PPCs. | Provides a rationale for prioritizing the PPCs. |
| Alignment to Trends | Includes a plausible PPC but lacks corresponding trend statements or any supporting data. | PPCs are aligned to trend analysis. |
| Address Indicators | Includes indicators that partially address where the system is not meeting expectations. | PPCs address indicators where system is not meeting expectations |
| **Additional Requirements for Some Districts in Data Narrative, Notable Trends, Priority Performance Challenges** |
| **Gifted Education** | Prior Years Target | Does not include a description of progress toward previously identified targets.  | There may an incomplete or unclear description of results.  | Describes the performance of gifted education students compared to previously identified targets. | Provides a thorough response to the program requirement that can be used as a model for other districts. |
| Performance Challenge  | Does not provide a clear priority challenge for gifted education students.  | There is an incomplete or unclear description of performance needs of gifted students.  | Explicitly identifies for gifted education a student-centered performance challenge describing a strategic focus for district improvement efforts, either as a part of a larger district challenge or exclusively for gifted education students.  |

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| ❶ cont. | **Does the plan investigate the most critical performance areas and prioritize the most urgent performance challenges?***Applicable Plan Elements: Data Narrative, Notable Trends, Priority Performance Challenges* |
| **Does Not Meet Expectations** | **Partially Meets Expectations** | **Meets Expectations** | **Meets Expectations at a High Level** |
| **21st Century Community Learning Centers***For grantees* | Analysis of Student Needs (Trends, PPCs) | Does not include a description of how the district identified needs and how they are met through the 21st CCLC out-of-school time programming. | Provides a vague or incomplete description of the needs and how they are met through the 21st CCLC out-of-school time programming. | Includes a description of how the district identified, through its comprehensive needs assessment, how to meet the needs of its students through 21st CCLC out-of-school time programming.  | Provides a thorough response to the program requirement that can be used as a model for other districts. |
| **ESSA** *Comprehensive Schools and Targeted/ Additional Targeted Schools* | Support for identified schools (Data Analysis or Action Planning) | Does not include a description of how the district is supporting low performing schools to exit the ESSA school improvement designation and how it is monitoring implementation of the school’s plan. | Provides a vague or partial description of how the district is supporting low performing schools to exit the ESSA school improvement designation and how it is monitoring implementation of the school’s plan.  | Includes a description of how the district is supporting low performing schools to exit the ESSA school improvement designation and how it is monitoring implementation of the school’s plan.  |  |
| **Feedback** |
| **Does the plan investigate the most critical performance areas and prioritizes the most urgent performance challenges?** |
| ☐ Meets Expectations at a High Level☐Meets Expectations☐ Partially Meets Expectations☐Does Not Meet Expectations☐Required ChangeAddressed in Previous Feedback (Yes, Partially, No, N/A): |
| **Summary** |
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| **Program Requirements** |
| **Gifted Education** | **21st CCLC** |
| ☐Meets Expectations at a High Level☐Meets Expectations☐Partially Meets☐Does Not Meet Expectations☐Required Change☐ N/A | ☐Meets Expectations at a High Level☐Meets Expectations☐Partially Meets☐Does Not Meet Expectations☐Required Change☐ N/A |

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| ❷ | **Does the plan identify root causes which explain the magnitude of the performance challenges?***Applicable Plan Elements: Data Narrative, Root Causes* |
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| **Does Not Meet Expectations** | **Partially Meets Expectations** | **Meets Expectations** | **Meets Expectations at a High Level** |
| **Root Cause Analysis** | Identification of RCs | Does not identify root causes or the root causes have significant issues. Example: Focus is not aimed at systems level, weak rationale, and no connection to performance challenges. | Selects root causes that do not fully meet definition (e.g., under control of district, aimed at the systems level, addresses underlying reason for student performance). | Identifies root causes that meet the definition (e.g., under control of district, aimed at the systems level, addresses underlying reason for student performance). | Includes a thorough and convincing root cause analysis that can be used as a model for other districts. |
| RC Alignment with PPC and with MIS | Associates root cause(s) with PPC(s) but will not likely lead to its resolution or are so broad the resulting plan lacks focus.  | Associates each root cause with at least one PPC that it has a likelihood of addressing and is deep enough that it provides enough focus for the resulting action plan. |
| Verification Process | Includes a vague or incomplete verification process (e.g., only one data source, lacks conclusion drawn from data analysis). May list same root cause for multiple years without progress or re-examination. | References multiple and current data sources (e.g. process data, perception data) used to select and verify root causes. |
| Root Cause Process | Describes the root cause process, but does not provide enough detail to fully understand the rationale or ensure inclusion of stakeholders. | Explains how root causes were identified, including stakeholder involvement. |
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| **Additional Requirements for Some Districts in Root Cause Analysis** |
| **Course Taking Analysis***. CDE will not check until TSDL collection is reopened.* | Analysis of course taking patterns  | Does not include an analysis of course taking patterns by disaggregated groups. | Includes an analysis of student course taking patterns, but it is incomplete (e.g., does not examine by disaggregated groups). | Includes an analysis of student course taking patterns by disaggregated groups. |  Provides a through response to the program requirement that can be used as a model for other districts. |

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| ❷ cont. | **Does the plan identify root causes which explain the magnitude of the performance challenges?***Applicable Plan Elements: Data Narrative, Root Causes* |
|
| **Does Not Meet Expectations** | **Partially Meets Expectations** | **Meets Expectations** | **Meets Expectations at a High Level** |
| **ECE Needs Assessment (SB 17-103)***For districts on clock* | *ECE Needs Assessment* | Does not include a reference to an Early Childhood needs assessment.  | References a need assessment generally but does not provide an analysis of the needs assessment or summarize needs, or is not specific to schools with a priority improvement or turnaround plan type.  | Describes an analysis of the needs assessment that considers the [required elements](http://www.cde.state.co.us/uip/implementing_sb17_103)[[1]](#footnote-1) and provides an indication of what the district is doing with the results, specifically with schools with a priority improvement or turnaround plan type. | Provides a through response to the program requirement that can be used as a model for other districts. |
| **EASI Grant***For grantees (as appropriate for Exploration and Offered Services)* | Identification of Systems Needs of District | Does not reference analysis as a result of activities approved through the EASI application as expected. | Provides an incomplete or unconnected systems analysis as a result of exploration work through EASI grant participation. | Provides an integrated systems analysis as a result of exploration work through EASI grant participation. |  |
| **Equitable Distribution of Teachers****(Title I)***For identified districts* | Root Cause Analysis Process Description and Validation | Does not address the analysis.  | References a need assessment generally but does not provide an analysis of the analysis or summarize needs. | Describes an analysis of the equitable distribution of teachers (ESEA requires districts to ensure that poor and minority children are not taught at higher rates than other children by inexperienced, unqualified or out-of-field teachers). |  |

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| **Feedback** |
| **Does the plan identify root causes which explain the magnitude of the performance challenges?** |
| ☐Meets Expectations at a High Level☐Meets Expectations☐Partially Meets Expectations☐Does Not Meet Expectations☐Required ChangeAddressed in Previous Feedback (Yes, Partially, No, N/A): |
| **Summary** |
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| **Program Requirements** |
| **ECE Needs Assessment** |
| ☐Meets Expectations at a High Level☐ Meets Expectations☐Partially Meets Expectations☐Does Not Meet Expectations☐Required Change☐ N/A |
| **Summary** |
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| ❸ | **Does the plan identify evidence-based major improvement strategies that are likely to eliminate the root causes?***Applicable Plan Elements: Major Improvement Strategies* |
|
| **Does Not Meet Expectations** | **Partially Meets Expectations** | **Meets Expectations** | **Meets Expectations at a High Level** |
| **Major Improvement Strategies** | Evidence-Based Strategies | Does not identify major improvement strategies or the strategies have significant issues. Example: Rationale for selection, evidence base, alignment to root cause are missing and the overall strategy is weak. | Provides some evidence for the effectiveness of the selected MIS, but it is incomplete. | Identifies MIS that are evidence-based. | Identifies high leverage major improvement strategies that can be used as a model for other districts. |
| Alignment to root causes | Offers a loose or incomplete connection between MIS and root causes. May list same MIS for multiple years without progress or re-examination. | Includes MIS that align and respond to identified root causes. |
| Strength of MIS | Identifies strategies that are broad and not achievable in two years. Provides a vague case for impacting student outcomes. | Identifies MIS that address the magnitude of the identified PPCs and have a likelihood of resolving the root cause(s). |
| **Additional Requirementsfor Some Districts in Major Improvement Strategies** |
| **Accountability Clock Strategies***For districts on clock* | Likelihood of success | Lacks urgency and does not identify MIS that will result in adequate change in performance. | Provides an incomplete plan that has a loose connection to changing performance enough to exit the district from the accountability clock within a reasonable timeframe. | Conveys a sense of urgency and has a likelihood of resulting in adequate change in performance for the district to exit the accountability clock within a reasonable timeframe. | Provides a thorough response to the program requirement that can be used as a model for other districts. |
| Turnaround strategy*For Turnaround*  | Does not identify a state-required turnaround strategy or lacks detail on selected strategy. | Identifies a required turnaround strategy, but does not include detail in the action plan. | Identifies a state-required turnaround strategy and details within the action plan that are aligned to the needs identified in the data narrative. |
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| **Feedback** |
| **Does the plan identify evidence-based major improvement strategies that are likely to eliminate the root causes?** |
| ☐Meets Expectations at a High Level☐ Meets Expectations☐ Partially Meets Expectations☐Does Not Meet Expectations☐Required ChangeAddressed in Previous Feedback (Yes, Partially, No, N/A): |
| **Summary** |
| **Major Improvement Strategy: MS: Implement the six standards of whole child development.** |
| **Program Requirements**  |
| **Priority Improvement and Turnaround - Urgency** | **Turnaround Strategy** |
| ☐Meets Expectations at a High Level☐Meets Expectations☐Partially Meets Expectations☐Does Not Meet Expectations☐Required Change☐ N/A | ☐Meets Expectations at a High Level☐Meets Expectations☐Partially Meets Expectations☐Does Not Meet Expectations☐Required Change☐ N/A |
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| ❹ | **Does the plan present a well-designed plan for implementing the major improvement strategies to bring about dramatic improvement?***Applicable Plan Elements: Action Plan* |
|
| **Does Not Meet Expectations** | **Partially Meets Expectations** | **Meets Expectations** | **Meets Expectations at a High Level** |
| **Action Plans** | Alignment to MIS | Does not include action steps or they are so limited that readers cannot understand what is needed for implementation of MIS.  | Provides loose alignment between action steps and MIS. | Aligns action steps to MIS. | Identifies high leverage action steps that can be used as a model for other districts. |
| Specific and Reasonable Action Steps | Describes theoretical activities and not specific tasks to achieve MIS; provides a sequence that is not logical. | Lists action steps that are thorough, attainable and can be completed within the designated time frame. |
| Two-Year Action Plan | Outlines an action plan that spans less than two years. | Guides plan implementation for at least two academic years. |
| Assigned Resources | Assigns some resources (e.g., personnel, funds) but at too broad a level to carry out actions. | Assigns adequate resources (e.g., personnel, funds) necessary to implement action steps. |
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| **Additional Requirements for Some Districts in Action Steps** |
| **Student Course Taking Report***CDE will not check until TSDL Collection reopens.* | Action to address Inequities in course taking patterns | Does not include action steps to address identified patterns of disparities in disaggregated groups taking challenging coursework. | Includes vague steps to address significant disparities in disaggregated groups taking challenging coursework, but it is not clear that those steps will have an impact. | Includes action steps to address identified patterns of significant disparities in disaggregated groups taking challenging coursework. |   |
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| **Family Engagement Activities***For districts on clock* | Actions Promoting Family Engagement | Does not include action steps to increase parent engagement at district. | Mentions parent engagement strategies, but they are low impact and not aligned with PTA standards. | Includes high leverage action steps to increase parent engagement at the district that are aligned with PTA standards. | Provides a thorough response to the program requirement that can be used as a model for other districts. |
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| **READ Act** | Strategies to Address K-3 Reading  | Does not include strategies that address the K-3 students identified as having significant reading deficiencies. | Includes some reading strategies, but it is not evident that they will have meaningful impact for K-3 students identified as having significant reading deficiencies. | Includes strategies that address K-3 students identified as having significant reading deficiencies. |
| ❹ cont. | **Does the plan present a well-designed plan for implementing the major improvement strategies to bring about dramatic improvement?***Applicable Plan Elements: Action Plan* |
|
| **Does Not Meet Expectations** | **Partially Meets Expectations** | **Meets Expectations** | **Meets Expectations at a High Level** |
| **21st Century Community Learning Centers***For grantees* | Aligned program activities | Does not include action steps specific to 21st CCLC program activities. | Includes vague or limited action steps specific to 21st CCLC program activities that align to district’s overall action plan. | Includes action steps specific to 21st CCLC program activities that align to district’s overall action plan. | Provides a thorough response to the program requirement that can be used as a model for other districts. |
| Family Engagement Strategies | Does not include action steps specific to 21st CCLC program family engagement and learning strategies. | Includes vague or limited action steps specific to 21st CCLC program family engagement and learning strategies that align with the district’s action plan. | Includes action steps specific to 21st CCLC program family engagement and learning strategies that align with the district’s action plan. |
| 21st Century Learning Skills | Does not include action steps focused on 21st Century Learning Skills (e.g., STEM, Literacy). | Includes vague or limited action steps focused on 21st Century Learning Skills and provides a limited description about how 21st CCLC out-of-district program activities support and loosely align with action steps. | Includes action steps focused on 21st Century Learning Skills (e.g., STEM, Literacy) and provides a description about how 21st CCLC out-of-district program activities support and align with the action steps. |
| **EASI Grant***For grantees (District Design and Led and Offered Services as appropriate)* | Aligned Action Plan | Does not reference activities approved through the EASI application as expected. | Provides a vague or incomplete aligned with activities approved through the EASI grant. | Provides alignment with activities approved through the EASI grant. |  |
| **Gifted Education** | Actions to Support Gifted Students  | Does not identify actions that will explicitly support the needs of gifted education students.  | Provides a vague or misaligned approach to meeting the performance needs of gifted education students.  | Describes an explicit approach to meet the performance needs of gifted education students. |  |
| **Feedback** |
| **Does the plan present a well-designed plan for implementing the major improvement strategies to bring about dramatic improvement?** |
| ☐Meets Expectations at a High Level☐ Meets Expectations☐ Partially Meets Expectations☐Does Not Meet Expectations☐Required ChangeAddressed in Previous Feedback (Yes, Partially, No, N/A): |
| **Summary** |
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| **Program Requirements**  |
| **Priority Improvement and Turnaround – Parent Engagement** | **READ Act** | **21st CCLC** | **Gifted**  |
| ☐Meets Expectations at a High Level☐ Meets Expectations☐Partially ME☐Does Not Meet Expectations☐Required Change☐N/A | ☐Meets Expectations at a High Level☐Meets Expectations☐Partially ME☐Does Not Meet Expectations☐Required Change☐ N/A | ☐Meets Expectations at a High Level☐Meets Expectations☐Partially ME☐Does Not Meet Expectations☐Required Change☐ N/A | ☐Meets Expectations at a High Level☐Meets Expectations☐Partially ME☐Does Not Meet Expectations☐Required Change☐ N/A |
| **Summary** |
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| ❺ | **Does the plan include elements to effectively monitor the impact and progress of the action plan?***Applicable Plan Elements: Targets, Interim Measures, Implementation Benchmarks* |
|
| **Does Not Meet Expectations** | **Partially Meets Expectations** | **Meets Expectations** | **Meets Expectations at a High Level** |
| **Performance Targets** | Measures and Metrics | Does not include annual performance targets or is missing big sections (e.g., provides achievement but not graduation targets). | Lists targets that do not specify measures or do not specify metrics. | Specifies the measure (assessment method) and metric (standard of measurement). | Identifies a thorough progress monitoring plan that can be used as a model for other districts. |
| Alignment to PPCs | Provides targets that are not aligned to identified PPCs. | Identifies targets that address PPC(s). |
| Quality of Target | Lists targets that are general and not likely to be attainable. The district will likely not meet state expectations in a reasonable timeframe.  | Provides targets that are specific, ambitious, yet attainable. The timeframe is reasonable. |
|
| **Interim Measures** | Measures and Metrics  | No plan for checking student performance throughout district year or interim measures are off mark. Example: Measures reference system or adult behaviors. | Names interim measure but consistently lacks metrics. | Specifies interim measure that names student measure (assessment method) and metric (standard of measurement). |
| Alignment to Target | Lists interim measures with an inconsistent or unclear relationship to annual target. | Aligns interim measure to corresponding annual target. |
| Quality of Interim Measures | Lists interim measures but it is not clear student progress can be assessed more than once a district year or provides vague expectations for student progress. | Lists interim measures with a schedule that specifies expected student progress multiple times a year. |
| **Implementation Benchmarks** | Alignment to MIS | Does not include benchmarks to monitor implementation progress or benchmarks are off mark. Example: Written as targets or student performance expectations or action steps. | Lists implementation benchmark(s) without a clear relationship to the MIS. | Each MIS has at least one aligned implementation benchmark. |
| Quality of Implementation Benchmarks | Includes implementation benchmarks that use a checklist approach, rather than assessing effectiveness. It may not be clear that implementation can be assessed or mid-course corrections made. | Provides benchmarks that enable staff to determine whether implementation of MIS are occurring in an effective manner and allows for mid-course adjustments that change practice. |
|
| ❺ cont. | **Does the plan include elements to effectively monitor the impact and progress of the action plan?***Applicable Plan Elements: Targets, Interim Measures, Implementation Benchmarks* |
|
| **Does Not Meet Expectations** | **Partially Meets Expectations** | **Meets Expectations** | **Meets Expectations at a High Level** |
| **Additional Requirements for Some Districts in Progress Monitoring** |
| **READ Act** | READ Act Targets (SRD) | Does not specify target(s) for reducing number of students who have significant reading deficiencies. | Includes reading target(s), but does not focus on reducing number of students who have significant reading deficiencies. | Specifies target(s) for reducing number of students who have significant reading deficiencies. | Provides a thorough response to the program requirement that can be used as a model for other districts.  |
| READ Act Targets (Grade Level Expectations) | Does not specify target(s) to ensure that each student achieves grade level expectations in reading by end of grade 3. | Includes reading target(s), but does not ensure that each student achieves grade level expectations by end of grade 3. | Specifies target(s) to ensure that each student achieves grade level expectations in reading by end of grade 3. |
| READ Act Interim Assessments | Does not reference interim assessments that are aligned with K-3 literacy targets. | References interim assessments that are aligned with K-3 literacy targets in an incomplete way. | References interim assessments that are aligned with K-3 literacy targets. |
| **Gifted Education** | Gifted Education Targets | Does not provide targets for gifted education students.  | Provides unclear or misaligned targets for gifted education students.  | Describes annual performance targets for gifted education students. |
| Gifted Education Interim Measures | Does not provide interim measures for gifted education students.  | Provides unclear or misaligned interim measures to targets for gifted education students.  | Describes interim measures aligned to performance targets for gifted education students.  |
| **Feedback** |
| **Does the plan include elements to effectively monitor the impact and progress of the action plan?** |
| ☐Meets Expectations at a High Level☐ Meets Expectations☐ Partially Meets Expectations☐Does Not Meet Expectations☐Required ChangeAddressed in Previous Feedback (Yes, Partially, No, N/A): |
| **Summary** |
|  |
| **Program Requirements** |
| **READ Act** | **Gifted Education** |
| ☐Meets Expectations at a High Level☐Meets Expectations☐Partially Meets☐Does Not Meet Expectations☐Required Change☐ N/A | ☐Meets Expectations at a High Level☐Meets Expectations☐Partially Meets☐Does Not Meet Expectations☐Required Change☐ N/A |
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1. Required ECE needs assessment elements can be found at: <http://www.cde.state.co.us/uip/implementing_sb17_103> [↑](#footnote-ref-1)