



# State Council for Educator Effectiveness

May 15<sup>th</sup>, 2013

## Recommendations for Evaluating Other Licensed Personnel via Senate Bill 10-191

*Presentation to the State Board of Education*



# Agenda

Review of statute requirements re: SB 10-191; Other Licensed Personnel

Overview of process

Overview of recommendations

Distinctions of note

Questions

**Matt Smith, Chair, State Council for Educator Effectiveness**

**&**

**Amie Baca-Oehlert, Teacher Representative, State Council for Educator Effectiveness**



# Locating Draft Recommendations

- Visit the CDE State Council for Educator Effectiveness Web Site:  
<http://www.cde.state.co.us/EducatorEffectiveness/Partner-SCEE.asp>

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&

Amie Baca-Oehlert, Teacher Representative, State Council for Educator Effectiveness



# Role of Council

## January 2010

Formed via Executive Order by Governor Ritter

## May 2010

Council codified via SB 10-191 with the charge to make recommendations to the State Board of Education regarding rules to evaluate principals, teachers and other licensed personnel as required via SB 10-191

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# Context

- Teacher and principal recommendations delivered by Council to Board in May of 2011
- Rules promulgated in November of 2011
- Section 4 of Rules was “reserved” for Other Licensed Personnel

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# Recommendations are:

- Aligned to teacher recommendations;
- Specific to the nine professional groups of licensed professionals known as Specialized Service Professionals; and
- Aligned to the five guiding principals for all Council recommendations.

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# Guiding Principles

## HUMAN JUDGMENT

**Data Should Inform Decisions, but Human Judgment Will Always Be an Essential Component of Evaluation.**

## CONTINUOUS IMPROVEMENT

**The Implementation and Assessment of the Evaluation System Must Embody Continuous Improvement.**

## FEEDBACK

**The Purpose of the System is to Provide Meaningful and Credible Feedback That Improves Performance.**

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# Guiding Principles

COLLABORATION

**The Development and Implementation of Specialized Service Professional Evaluation Systems Must Continue to Involve All Stakeholders in a Collaborative Process.**

ALIGNED SYSTEM

**Evaluations Must Take Place within a Larger System That Is Aligned and Supportive.**

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# Other Licensed Personnel

- Council deliberated regarding which professionals were 'other licensed personnel'
- Focused on licensed personnel who support instruction and remove barriers to instruction;  
***Specialized Service Professionals***
- Determined 9 categories of professionals
- Recommendations were informed by the field
- Focused on professional growth

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# Work Group Process

- Formed of a CDE-staffed work group
- Engaged nearly 100 practitioners from across the state
- The nine licensure groups represented include:
  - School Audiologists
  - School Counselors
  - Speech Language Pathologists
  - School Nurses
  - School Occupational Therapists
  - School Orientation and Mobility Specialists
  - School Physical Therapists
  - School Psychologists
  - School Social Workers
- Work group developed recommendations for the Council and served as thought partner throughout the report development process

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# OLP Work Group



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**&**

**Amie Baca-Oehlert, Teacher Representative, State Council for Educator Effectiveness**



# Overview of Recommendations

Recommendations divided into four sections:

## I. General Recommendations

## II. Evaluation Framework Recommendations

- Framework Component One – The Definition of Effective Practice
- Framework Component Two – Specialized Service Professional Quality Standards
- Framework Component Three: Measuring Performance and Weighting Results
- Framework Components Four and Five – Scoring Framework and Specialized Service Professional Performance Standards
- Framework Component Six – Appeals

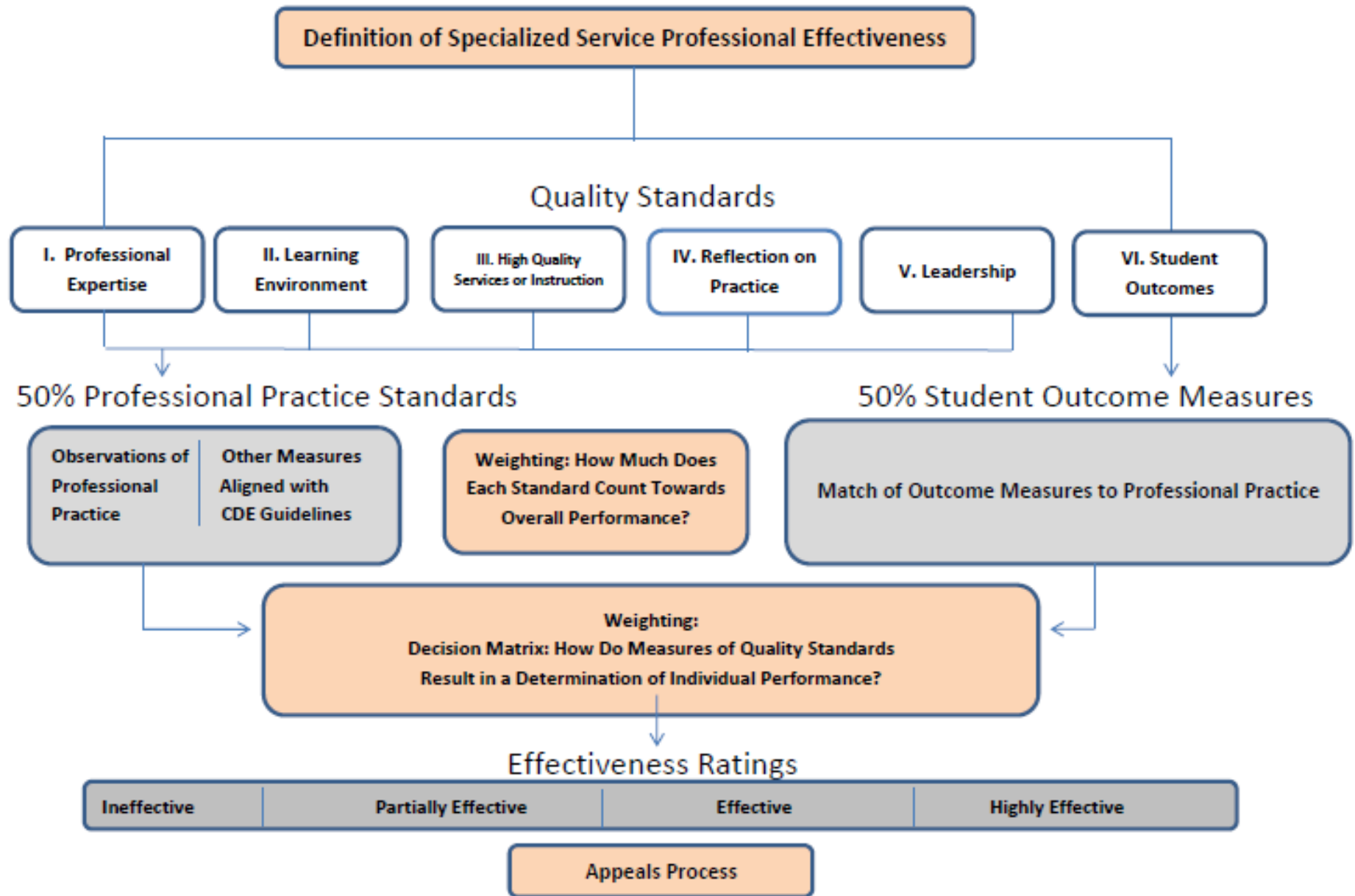
## III. Recommendations for Developing, Testing, and Implementing the State Model Specialized Service Professional Evaluation System

## IV. Recommendations for State Policy Changes

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# Framework for System to Evaluate Specialized Service Professionals





# Key Recommendations

- Involvement of experts in the evaluation of Specialized Service Professionals
- Develop and fund a pool of professionals with licensure-specific expertise to support evaluation process
- Include student outcomes vs. student academic growth as 50% of evaluation

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# Questions?

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**&**

**Amie Baca-Oehlert, Teacher Representative, State Council for Educator Effectiveness**