

Educator Identifier Project

Colorado Department of Education
March 11, 2011

Can the Council...

- Agree that the Educator Identifier project is heading in the right direction?
- Provide clarification/feedback to ensure alignment with the implementation of SB 191?
- Commit to periodic updates and alignment checks regarding the Educator Identifier project?

Project Vision

The Educator Identifier system will link student data to teachers for the purposes of improving teacher quality and effectiveness for the student as well as support continuous improvement of teaching and student learning.

Project Objectives

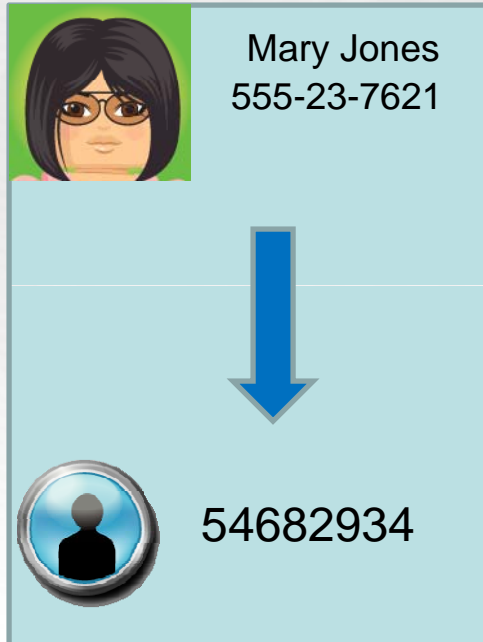
- Generate and assign unique identifiers to educators employed in a school district
- Link educator identifiers to other data sets (e.g., licensing, HR) currently collected
- Provide a tool(s) that will:
 - Allow users to evaluate and measure teacher effectiveness by examining and improving educator preparation programs, induction and professional development
 - Allow the state, districts and schools to study educator mobility, recruitment and retention issues
 - Identify highly effective teachers as well as address inequities in their distribution between high and low poverty schools as well as schools with high and low minority populations
 - Enhance the ability to develop strategies for improving teaching and learning by linking student achievement data to the student's teacher(s)

Project Drivers

- SB-07-140, Quality Teachers Act
 - Established the Quality Teachers Commission, a committee appointed to assess the development and implementation of a unique teacher identifier system integrated with existing and emerging educational databases.
- HB-09-1065
 - Authorized CDE to implement an educator identifier system "...for the purposes of linking teacher/student data."
- SB 10-036
 - Requires CDE to prepare an annual report that analyzes the effectiveness of educator preparation program by using data linked through the educator identifier system.
- 2009 SLDS Grant
 - Requires a teacher-student link in order to provide meaningful measurements to districts, schools, teachers, parents, students, and the public (aggregated information).
- American Recovery and Reinvestment Act /America Competes Act

Educator Identifier Project

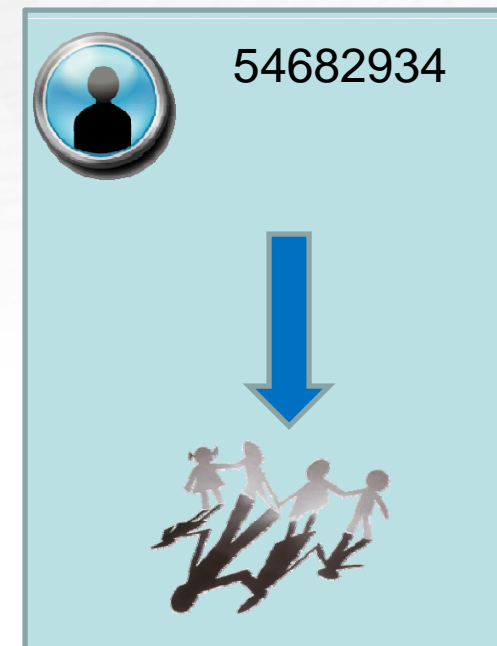
Phase I: Assign IDs



Phase II: Data Collections



Phase III: Link with Students



Personal Information Becomes Attributes of an Anonymous Individual

Mary Jones

555-23-7621

4th grade teacher

Bell Elementary

1st year teacher

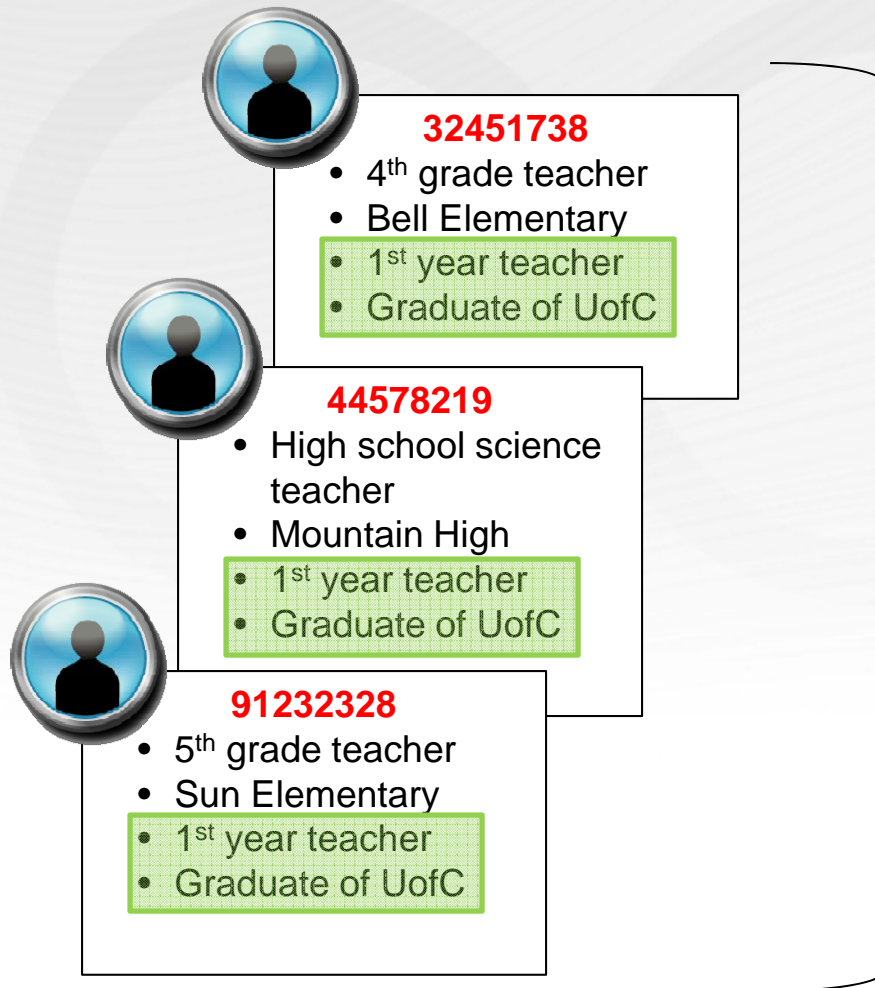
Graduate of UNC



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- 4th grade teacher
- Bell Elementary
- 1st year teacher
- Graduate of UNC

Common Attributes

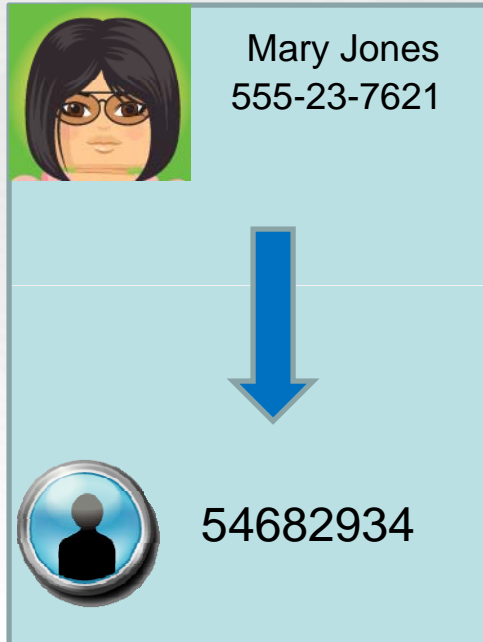


Common Attributes: First year teachers prepared at the same university.

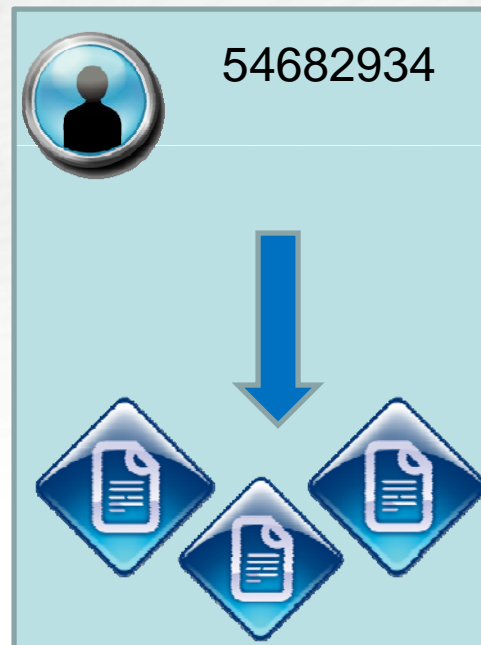
The IHE may examine the placement of its students. Can it evaluate the effectiveness of their graduates? Or the effectiveness of the preparation program?

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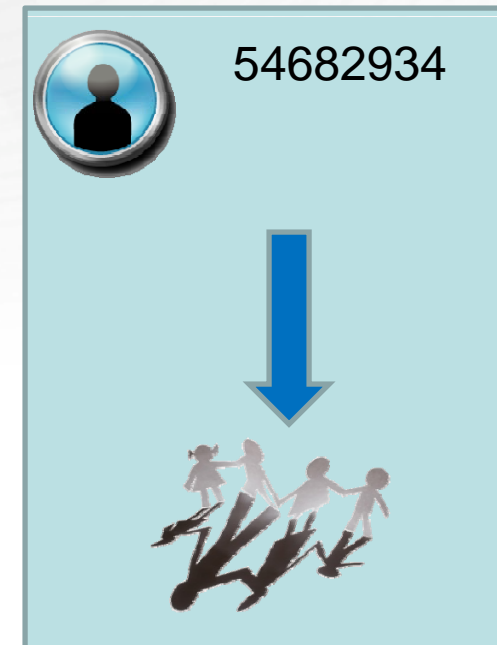
Phase I: Assign IDs



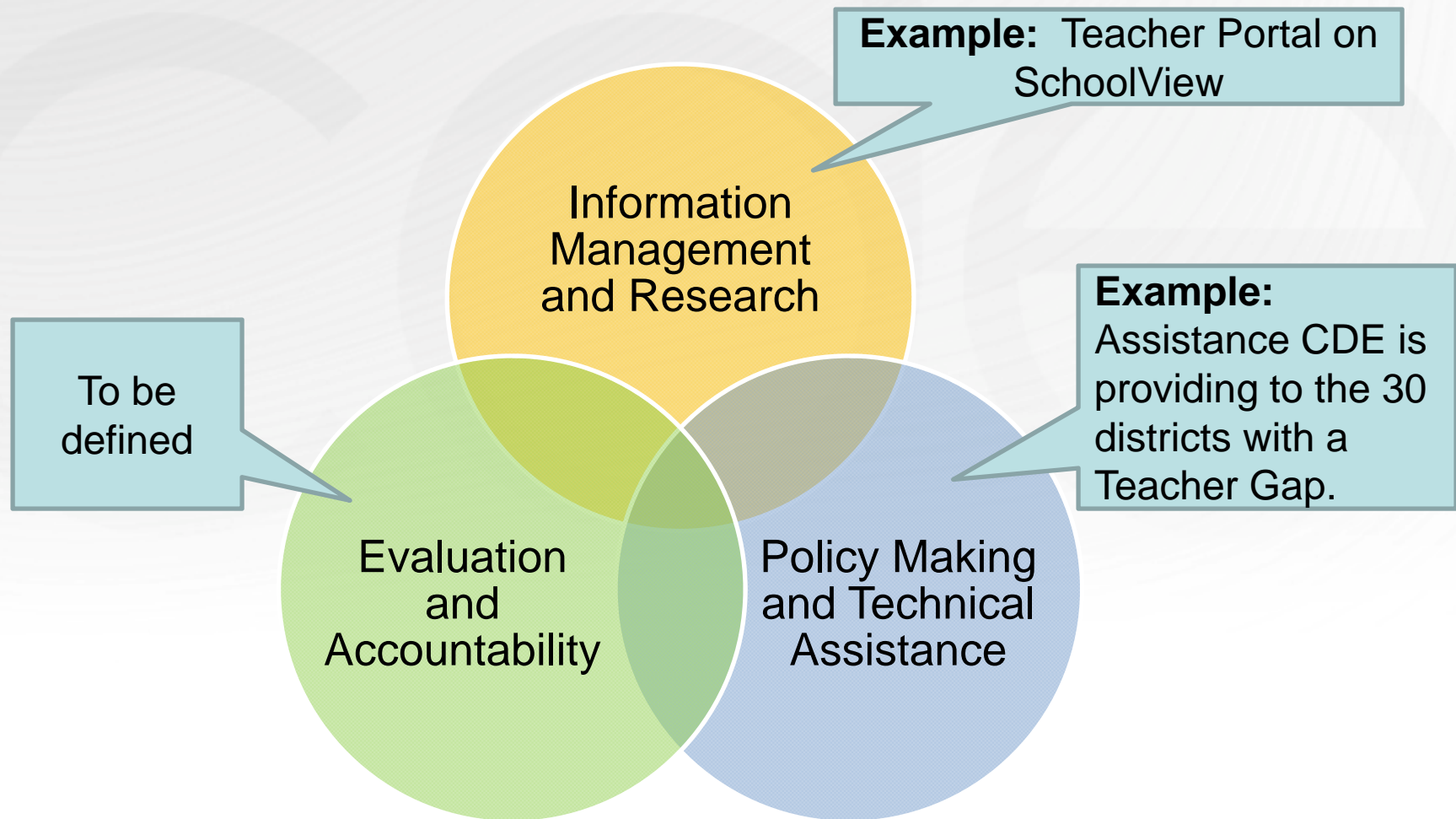
Phase II: Data Collections



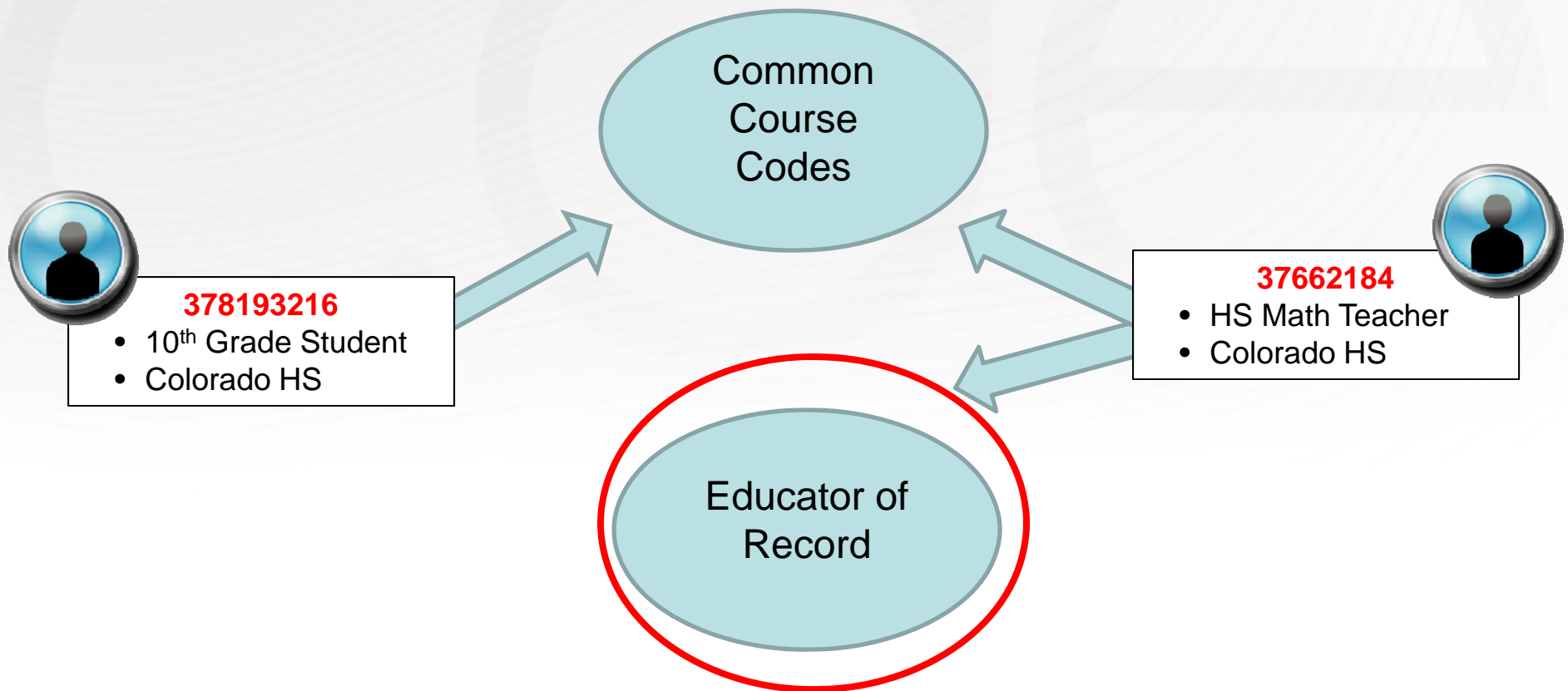
Phase III: Link with Students



How Will the State Use Linked Data?



Proposed Plan for Linking Educators and Students

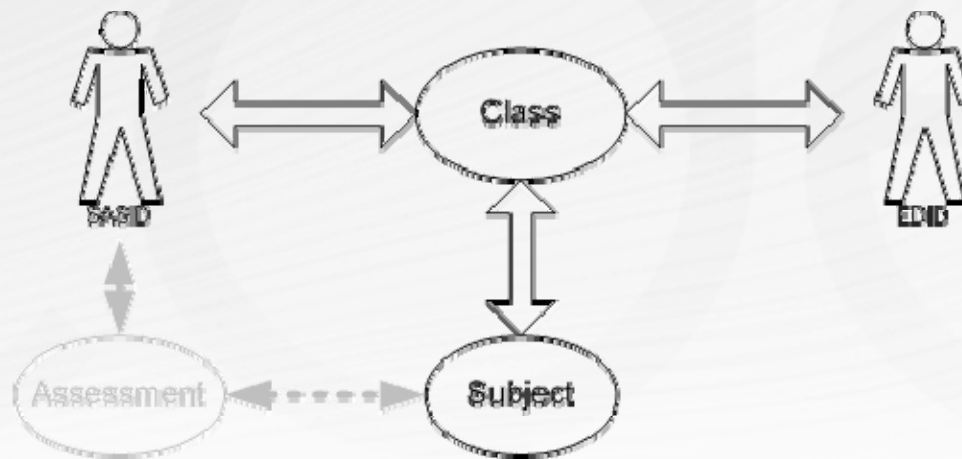


Defining Educator of Record

- ***Educator(s) of Record:*** An individual or individuals who have been assigned responsibility for a student's learning in a subject/course with corresponding aligned performance measures in both state and local assessments.
- ***Contributing Professional(s):*** An individual or individuals who have been assigned responsibility to provide additional services that support and increase a student's learning in a subject/course with corresponding aligned performance measures in both state and local assessments.

Remaining Issues

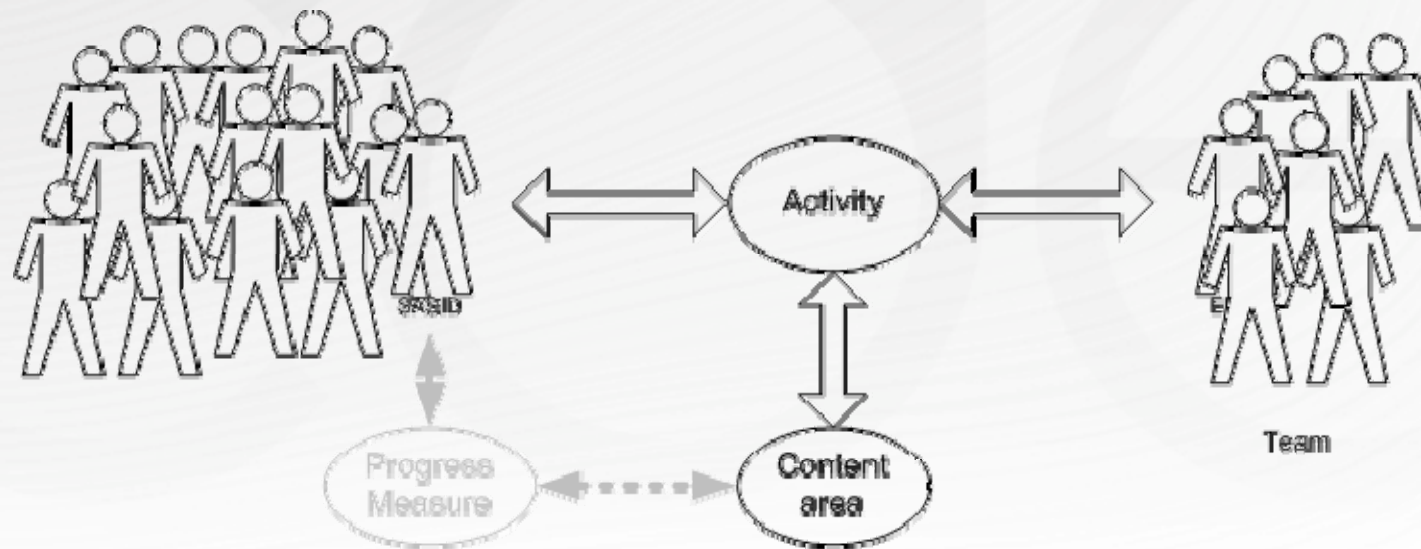
- This is very complex work with many scenarios to consider.
- Balancing local control and providing an appropriate level of specificity on the definition.
- Distinguishing between state uses of the data and local uses of the data.
- Distinguishing the uses of the linked for informational and research purposes v. accountability purposes.
- Most districts are not currently able to link students to contributing educators.
- Other systems (e.g., educator evaluation system through SB 191) are being built concurrently.
- Ensuring that the linked data is not used improperly.
- Deciding how to assign and who assigns responsibility.



“Seems simple...”



“Evaluation based on population of students...”



"Team of educators..."

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