

RESOLUTION
PURSUANT TO SENATE BILL 14-165 CONCERNING EVALUATIONS OF
TEACHERS, PRINCIPALS, AND SPECIALIZED SERVICE PROVIDERS IN THE 2014-
2015 SCHOOL YEAR

WHEREAS, Senate Bill 10-191 was passed by the Colorado General Assembly in 2010 changing the way educators in Colorado are evaluated, and;

WHEREAS, Senate Bill 10-191 established that the new evaluation system for principals, teachers and specialized service providers would include consideration of both professional practices and student learning or student outcomes and a final evaluation rating of highly effective, effective, partially effective or ineffective would be determined by weighting professional practices 50% and student learning/ outcomes 50% , and;

WHEREAS, Senate Bill 14-165 amended the provisions of Senate Bill 10-191 to allow local boards of education to determine, for the 2014-2015 school year only, a weighting between 0% and 50% that would apply to the consideration of student learning/ outcomes when determining an evaluation rating for principals, teachers and specialized service providers, and;

WHEREAS, Adams 12 Five Star Schools convened the Educator Effectiveness Committee that has been meeting since February 24, 2012, and;

WHEREAS, the purpose of the Committee is to recommend to the Superintendent and the negotiating teams the direction for implementation of the Educator Effectiveness evaluation system and to facilitate a seamless transition to and implementation of the new evaluation system throughout the District, and;

WHEREAS, the recommendation of the Committee is that for the 2014-2015 school year, student learning/outcomes will be weighted at 0% of a principal, teacher or specialized service provider's evaluation and that the weight increase to 50% in the 2015-2016 school year based upon the following rationale:

- During the 2013-2014 school year, the District has worked on implementing the five Professional Practices Standards of the educator effectiveness rubric. In 2014-2015 principals, teachers and specialized service providers will be evaluated on these five standards. The only standard not ready for implementation next year is the use of student learning/outcomes in the evaluation process.
- The complete compilation of data from new assessments for the 2014-2015 school year (i.e. CMAS and PARCC) and from the ensuing school performance frameworks, all of which will be used in the student growth measures portion of the system, will not be available to the District until December of 2015 – at least 6 months *after* the school year ends. If the District were to utilize student growth on CMAS and PARCC in evaluating

teachers, the District would be unable to complete teacher evaluations for the 2014-2015 school year until January 2016 at the earliest. Such lengthy delays in completing performance evaluations are undesirable.

- The District will use the 2014-2015 school year to “ready the system” for student growth measures.
- The 2014-2015 school year will be focused on the following steps to ensure readiness for implementation of student growth measures in 2015-2016:
 - Professional learning focused on data literacy in reading and writing, aligned to the literacy focus district-wide. This will support teachers in writing meaningful student learning objectives as part of educator effectiveness in 2015-2016.
 - Specific professional development sessions and piloting by teacher-type to support shared understanding of the measures that will be used and how those measures will be used in the educator effectiveness system in the 2015-2016 school year.
 - The pilot will consist of approximately 200 teachers across all schools in the district, to provide representative sampling of teachers. This representative group will serve as teacher leaders to facilitate at-scale implementation of measures of student learning in the 2015-2016 school year.

NOW THEREFORE, the Board of Education having considered the foregoing, determines that for the 2014-2015 school year, the five Professional Practices Standards will be accorded 100% weight in the evaluation of teachers, principals, and specialized service providers and 0% weight will be directly attributable to student learning/outcomes data. For the 2015-2016 evaluations pursuant to the District’s educator effectiveness system, 50% weight will be given to the Professional Practices Standards and 50% weight will be based on student learning/outcomes data.

Dated this 3rd day of September, 2014.

By: _____
Mark D. Clark
President

Attest:

By: _____
Robert M. Willsey
Secretary