

Colorado State Model Educator Evaluation System Requirements for Demonstrated Competencies Scoring



Evaluator Qualifications

- All evaluator designees must be trained by CDE staff members or by a training provider approved by CDE.

Note: Anyone who uses the state model system, whether as an evaluator, person being evaluated or supervisor, should be trained in the same way that evaluators are trained.

Protocol

- Evaluation is a year-long process requiring at least four face-to-face connections between the evaluator and person being evaluated to discuss performance each year.
- Observation, evidence collection (such as artifacts), informal feedback and self-reflection are ongoing activities.
- All educators must be evaluated on all quality standards every year.

The Colorado State Model Evaluation System (state model system) for evaluating teachers was rolled out statewide during the 2013-14 school year and has been scrutinized by a team of educator evaluations experts at the Colorado Department of Education as well as from administrators and teachers in 27 school districts geographically spread across the state. As a result of such scrutiny, the state model system is undergoing significant revisions which will be pilot tested in approximately 30 school districts during the 2017-18 school year¹. It is anticipated that changes to the teacher evaluation system will be implemented during the 2018-19 school year.

Revisions to the state model system and the year-long pilot test of those changes will result in the use of two different versions of the state model system during 2017-18 and the need for Professional Development Information System (PDIS) users to know whether their districts are participating in the pilot test (Sidebar) to provide accurate information regarding performance on Demonstrated Competencies. Teachers from all districts except those involved in the 2017-18 pilot test of system changes will continue to use the current model that has been in use since 2013. Information regarding how to apply for demonstrated competency points for both systems is provided below.

Colorado State Model Evaluation System for Teachers: Current Statewide Model in Use Since 2013-14 (Non-Pilot Districts)

To apply for Demonstrated Competency points for performance on the state model evaluation system that was rolled out statewide in the 2013-14 school year, you will need to know the number of points you earned on Standards I through V, the professional practice standards. The ratings on the first five standards are aggregated to determine the Overall Professional Practices rating. To obtain Demonstrated Competency points, you must submit the number of points you earned for each of these six ratings. The following table will help you determine how many Demonstrated Competency points you will receive for the number of points you earned. If you do not know the number of professional practice points you received

A List of School Districts Involved in 2017-18 Pilot Test of New Teacher Evaluation System can be Found on the [CDE Website](#)

¹ Colorado Department of Education (Spring 2017). State Model Evaluation System Pilot 2.0: Systems Change Overview. Denver, CO: Author. <http://www.cde.state.co.us/educatoreffectiveness/rubricrevision>

for your performance evaluation, please ask your evaluator or if your district is using the Colorado Performance Management System, check your Final Effectiveness Rating information.

Demonstrated Competency Points Earned for Colorado State Model System Teacher Professional Practice Ratings: Standards I through V and Overall Professional Practice Rating

Standard	Professional Practice Rating	Minimum Points	Maximum Points	Demonstrated Competency Points
Standard I: Content and Pedagogical Knowledge	Basic	0	21.4	0
	Partially Proficient	21.5	43.0	0
	Proficient	43.1	64.6	1.00
	Accomplished	64.7	86.2	1.33
	Exemplary	86.3	108	1.67
Standard II: Learning Environment	Basic	0	21.4	0
	Partially Proficient	21.5	43.0	0
	Proficient	43.1	64.6	1.00
	Accomplished	64.7	86.2	1.33
	Exemplary	86.3	108	1.67
Standard III: Instruction	Basic	0	21.4	0
	Partially Proficient	21.5	43.0	0
	Proficient	43.1	64.6	1.00
	Accomplished	64.7	86.2	1.33
	Exemplary	86.3	108	1.67
Standard IV: Reflection	Basic	0	21.4	0
	Partially Proficient	21.5	43.0	0
	Proficient	43.1	64.6	1.00
	Accomplished	64.7	86.2	1.33
	Exemplary	86.3	108	1.67
Standard V: Leadership	Basic	0	21.4	0
	Partially Proficient	21.5	43.0	0
	Proficient	43.1	64.6	1.00
	Accomplished	64.7	86.2	1.33
	Exemplary	86.3	108	1.67
Overall Professional Practice Rating: Sum of Points Earned on Individual Ratings	Basic	0	101	0
	Partially Proficient	102	236	0
	Proficient	237	371	1.00
	Accomplished	372	506	1.33
	Exemplary	507	540	1.67

Notes:

1. Points for Standards I through V are added to obtain the number of points earned toward the Overall Professional Practice Rating.
2. This point structure may change if your district does not weight all of the standards equally.

Districts Piloting the Revised Rubric in 2017-18

Teachers employed by school districts participating in the pilot test of the revised rubric will use a different scale and table for calculating the number of points they earn on the state model evaluation system for teachers. The following table illustrates the changes between the current and proposed evaluation models.

	Current Teacher Rubric	Revised Teacher Rubric (for 2017-18 Pilot Test)
Number of Standards	5	4
Number of Elements	27	17
Number of Professional Practices	309 (for an elementary teacher of literacy and mathematics)	167

Like non-pilot districts, teachers in districts pilot testing the new rubric will receive Demonstrated Competency points based on their professional practice ratings for each standard and the overall professional practice rating. The following table outlines the number of Demonstrated Competency points received for each rating level by standard and overall professional practice rating.

Demonstrated Competency Points Earned for Colorado State Model System Teacher Professional Practice Ratings: Standards I through V and Overall Professional Practice Rating

Standard	Professional Practice Rating	Minimum Points	Maximum Points	Demonstrated Competency Points
Standard I: Content and Pedagogical Knowledge	Level 1	0	27.0	0
	Level 2	27.1	54.0	0
	Level 3	54.1	81.0	1.00
	Level 4	81.1	108.0	1.33
	Level 5	108.1	135	1.67
Standard II: Learning Environment	Level 1	0	27.0	0
	Level 2	27.1	54.0	0
	Level 3	54.1	81.0	1.00
	Level 4	81.1	108.0	1.33
	Level 5	108.1	135	1.67
Standard III: Instruction	Level 1	0	27.0	0
	Level 2	27.1	54.0	0
	Level 3	54.1	81.0	1.00
	Level 4	81.1	108.0	1.33
	Level 5	108.1	135	1.67
Standard IV: Professionalism	Level 1	0	27.0	0
	Level 2	27.1	54.0	0
	Level 3	54.1	81.0	1.00
	Level 4	81.1	108.0	1.33
	Level 5	108.1	135	1.67
Overall Professional Practice Rating: Sum of Points Earned on Individual Ratings	Level 1	0	101	0
	Level 2	102	236	0
	Level 3	237	371	1.00
	Level 4	372	506	1.33
	Level 5	507	540	1.67

Notes:

1. Points for Standards I through V are added to obtain the number of points earned toward the Overall Professional Practice Rating.
2. This point structure may change if your district does not weight all of the standards equally.