

What it does

Started in summer 2010, the Colorado Educator Effectiveness Project has two main goals:

- Increase the number of effective teachers and principals who make a significant impact on improving students' academic growth.
- Distribute more equitably effective educators in public schools throughout Colorado.

The Colorado Legacy Foundation and The New Teacher Project have joined forces with the Colorado Department of Education for this two-year project that will help CDE strategically align its staff and resources to help school districts better recruit, prepare, support and retain effective teachers and principals. Key to this work is expanding successful educator preparation programs – and eliminating ineffective ones.

The Colorado Legacy Foundation is convening groups focused on educator effectiveness to identify gaps in help needed from school districts as well as best practices. The foundation will disseminate best practices for schools and districts, and recognize the accomplishments of Colorado's most effective educators and their instructional practices.

Making sure every Colorado student has an effective classroom teacher and school principal is a priority for us all.

The Colorado Legacy Foundation regularly convenes representatives from different groups working on educator effectiveness. Together, we collaborate, problem-solve and avoid costly duplication of efforts.

The unique partnership between the Colorado Legacy Foundation and the Colorado Department of Education honors CDE's leadership role in carrying out state education policy while valuing the capacity of an external collaborator to accelerate the pace, depth and scale of change in critical areas of reform. The partnership approach leverages public dollars with private funds. It uses temporary investments of private resources to build capacity and plan for the long-term sustainability of needed reforms.

CDE assists school districts on behalf of the state's 800,000-plus public school students. The department licenses Colorado's 50,000 teachers and 2,700 principals, and accredits teacher and school principal preparation courses. The agency also approves induction programs that the 178 school districts in the state provide to newly licensed teachers and principals.

Colorado *supports* effective teachers and principals



Great teachers and great principals matter. Quality classroom teaching and principal leadership are the strongest predictors of student achievement.

More than ever before, teachers and school leaders must meet the ever-increasing demands of today's rapidly shifting society. They deserve ongoing training and support to skillfully address constant changes and new challenges.

This brochure offers a snapshot of what's under way to ensure that every Colorado classroom has an effective teacher – and every public school is led by an effective principal.

The featured groups are collaborating to build on each other's work.



Who we are

CEEP is a joint effort managed by staff of CDE, the Colorado Legacy Foundation and The New Teacher Project. CEEP is funded by Rose Community Foundation.



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Take a look at what's happening ...

“Great teachers and great principals matter.”

What it does

Launched in 2007 by state law, the Quality Teachers Commission has two main roles:

- Research educator identifier systems that link teachers and principals to their students' achievement data, recommend a system for Colorado and monitor progress.
- Study Colorado's "teacher gap" – or why teachers with less experience and fewer qualifications are more likely to teach classrooms of poor and minority students. Make recommendations on how school districts can reverse the gap.

Throughout the first half of 2011, the 13-member commission will monitor the state's progress to link individual educators to student achievement data, analyze the data collected, and suggest adjustments to integrate the new definitions of teacher and principal effectiveness established by the State Council for Educator Effectiveness.

The commission also is studying Colorado's teacher gap and gathering data from school districts about reducing that gap. The analysis will be submitted to the Colorado Legislature in summer 2011.

Who we are

QTC members are public school teachers; state college representatives; business community delegates; parents; and officials from the governor's office, local and state boards of education, and Colorado departments of education and higher education.

What it does

Initiated by a 2008 state law, the School Leadership Academy Board has three main roles:

- Propose a statewide system to identify, recruit, train and induct qualified public school leaders.
- Revise Colorado's standards for school principals.
- Create a principals' leadership academy.

This 13-member board began its work in early 2010 by designing a concept for the new leadership academy and revising the state's standards for principals after gathering public input and feedback from state and national experts.

In fall 2010, the board submitted its recommendations to the State Council for Educator Effectiveness for new principal standards and a new principals' leadership academy. The recommendations will inform definitions of effective teachers and principals.

Once adopted by the Colorado State Board of Education, the new principal standards will serve as the foundation for the leadership academy. SLAB will continue in 2011 to identify best practices, and select state and national partners to shape high-quality coursework, coaching and evaluation for the academy's current and aspiring principals.

Who we are

SLAB members are public school principals and superintendents; state university deans; education researchers and service providers; business community representatives; and officials from the Colorado departments of education and higher education, and statewide education associations.

What it does

In late 2009 the P-3 Professional Development Task Force, originating from Gov. Bill Ritter's P-20 Council, was created to:

- Develop a three-year plan to advance the effectiveness of early learning professionals.

In fall 2010 this 30-member special task force presented its P-3 professional development plan to the P-3 Subcommittee of the Governor's P-20 Council and the Early Childhood Leadership Commission.

The plan lays out seven goals to guide Colorado's efforts to improve the effectiveness of individuals who support and educate our state's youngest and most at-risk children – ages birth to 8 years. It is a blueprint for action that will result in a research-based professional development system to effectively recruit, prepare and retain highly effective early learning professionals.

Who we are

Task force members represent Colorado's community colleges and four-year teacher preparation programs; early care and education centers; family child care; and state and nonprofit agencies.

What it does

Created in early 2010 by Gov. Bill Ritter, the State Council for Educator Effectiveness has four main roles:

- Define teacher and principal effectiveness.
- Establish levels of effectiveness and performance standards for each.
- Determine parameters for a rigorous, transparent, consistent and fair system to evaluate public school teachers and principals.
- Recommend state policy changes to prepare, evaluate and support teachers and principals according to the new definitions of effectiveness.

The work of this 15-member council is guided by 2010 state law requiring that educators be evaluated at least once each school year, and at least half of teachers' and principals' evaluations be based on their students' academic growth. Evaluation methods must allow for meaningful professional development opportunities for educators to improve.

The council hears public comment regularly at each meeting. It will carry out a more extensive public input process to get feedback before submitting final recommendations in spring 2010 to the Colorado State Board of Education.

After the state board rules are adopted in fall 2011, the council will continue its work as the new evaluation system is piloted during the 2012-2013 school year and implemented statewide in the 2013-2014 school year. The council will watch the state and individual school districts put the new evaluation system in place and suggest adjustments if needed.

Who we are

SCEE members are public school teachers; administrators; superintendents; school board members; parents; and officials from the Colorado departments of education and higher education.