# 2024-25 Licensed Evaluation Training

AURORA
**PUBLIC SCHOOLS**

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# Agenda

- HR Contacts and Support
- State Statute Evaluation Guidance
- APS Evaluation Guidance
- Probationary/Non-Probationary
- Evaluation Process Overview
  - Beginning of the Year Connection Mtg.-Staff Mtg.
  - Fall Connection Mtg.
  - Mid-Year Connection Mtg.
  - Yearlong Ongoing Evaluation Activities
  - End of Year Connection Mtg.
- 2024-25 Measures of Student Learning/Outcomes
- Evaluation Planning
- RANDA Solutions Evaluation system

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# Contacts and Support for Educator Effectiveness

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New Accounts & Password Resets

Rubric & Name Changes

Troubleshooting

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New Accounts & Password Resets

Rubric & Name Changes

Troubleshooting

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New Accounts & Password Resets

Rubric & Name changes

Division of Equity in Learning

Calibration support of quality standards and professional practices

SLO & SOO  Support

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# **Educator Effectiveness–The Purpose**

The primary goal of educator effectiveness (EE) and educator evaluations is to provide meaningful feedback that supports educators to continually grow as professionals.

The Great Teachers and Leaders Act (Senate Bill 10-191) and the Kindergarten through Twelfth Grade Licensed Personnel Performance Evaluations Act (Senate Bill 22-070) are the groundbreaking legislation that established the guiding statutory requirements for educator evaluations in Colorado.

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# Educator Evaluations–Statutory Requirements

- A system to evaluate the effectiveness of licensed personnel and continually improve the quality of education and student outcomes.

- Provide meaningful feedback for professional growth and continuous improvement.

- Provide a basis for making decisions in the areas of hiring, compensation, promotion, assignment, professional development, earning and retaining non-probationary status, dismissal, and nonrenewal of contract.

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# State Statute- Licensed Evaluations

http://www.cde.state.co.us/educatoreffectiveness

- All districts are required to evaluate <u>ALL</u> licensed personnel on all professional practice standards for teachers, special services providers (SSPs), and principals.

- The Professional Practices Standards must account for **70%** of an educator's annual evaluation (Teacher, Principal, SSP)

- Measures of Student Learning/Outcomes must account for **30%** of an educator's annual evaluation (Teacher, Principal, SSP).

- All educators must be given a written evaluation report upon the completion of an evaluation.
  - <u>Teachers must receive the report NO LATER THAN TWO WEEKS before the end of the school year.</u>

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# Final Effectiveness Score and Rating
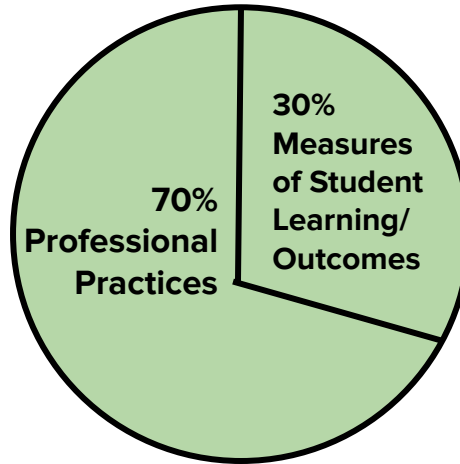


70% of the final effectiveness rating will be based on professional practices and 30% will be based on MSLs/MSOs C.R.S. 22-9-106 (1)(e)(II). **The scoring within the state model system is 1000 total points (700 pts for prof. practices and 300 pts for MSLs/MSOs)**

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# Educator Evaluations-Statutory Requirements

**Final Effectiveness Ratings**

Highly Effective

Effective

Partially Effective
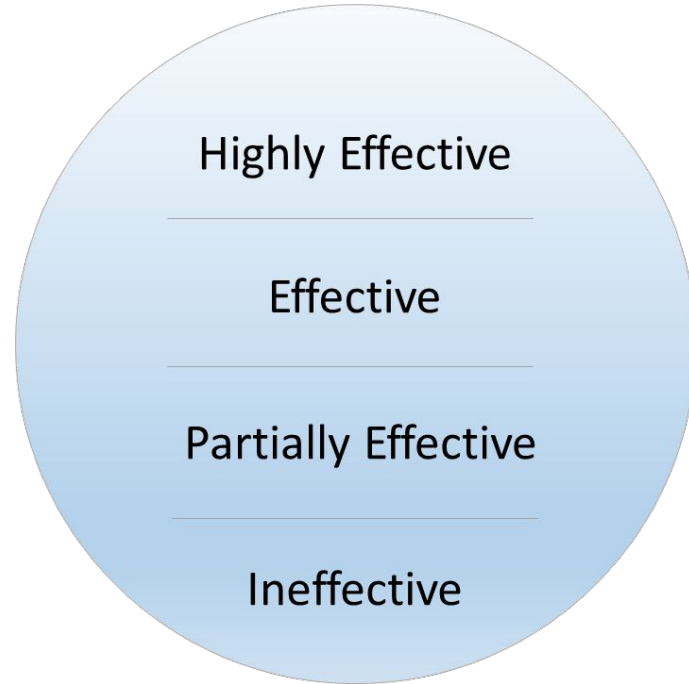
Ineffective

**Includes an appeals process**

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# Final Effectiveness Score and Rating

- **A final rating of Effective is the rating to meet the state standard.**

  - A Partially Effective rating should indicate areas for growth and development towards meeting the state standard.

  - Educators rated Highly Effective should expect to earn a professional practice rating that is above the state standard (i.e., Accomplished or Exemplary) and a minimum MSL/MSO rating of Expected.

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# State Statute re: Licensed Evaluations

http://www.cde.state.co.us/educatoreffectiveness

- **Probationary Teachers are required to have TWO (2) formal observations during the year and Non-Probationary teachers require <u>at least</u> ONE (1) formal observation.**
- **There is only one State requirement for using artifacts in support of evaluating Teachers and SSPs.**

In addition to observation, <u>AT LEAST ONE</u> of the following performance measures must be used, when appropriate to the specific duties of the educator:

(a) <u>student perception measures</u> (e.g., surveys) where appropriate and feasible,
(b) <u>peer feedback</u>,
(c) <u>feedback from parents or guardians</u>; or
(d) <u>review of lesson plans, student work samples or student support documentation</u>. C.C.R.4.04(A)(6) C.C.R.5.01(D)(6)

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# State Statute–Overview of MSL/ MSOs

[http://www.cde.state.co.us/educatoreffectiveness](http://www.cde.state.co.us/educatoreffectiveness)

- **Measures of Student Learning/Outcomes (MSLs/MSOs) = 30% of the total final effectiveness rating**

- **Collective measure(s) for teachers and principals:**
  - cannot exceed 10% of the total final rating
  - can only use data based on the performance of students enrolled at their school

- **Educators new to the school/district/BOCES cannot have data from previous school year(s) applied to their measures**

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# State Statute–Key Points About MSL/ MSOs
http://www.cde.state.co.us/educatoreffectiveness

- Measures of Student Learning/Outcomes (MSLs/MSOs) offer an opportunity for educators and evaluators to work together to set these measures/outcomes.

- MSLs/MSOs goals and measures are ideally relevant, rigorous, and attainable.

- MSLs/MSOs are based on student outputs.

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# State Statute–Licensed Evaluations

http://www.cde.state.co.us/educatoreffectiveness

- Measures of Student Learning (MSL)-TEACHERS

  1. A measure of <u>individually-attributed</u> growth C.C.R.5.01(D)(7)(a)
  (Data attributed to 1 licensed educator)

  2. A measure of <u>collectively-attributed</u> growth C.C.R.5.01(D)(7)(b)
  (Data attributed to 2 or more licensed educators)
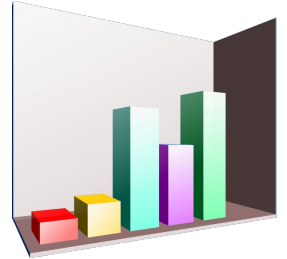
*PLEASE NOTE:*

- <u>State assessment results are not required in teachers' MSLs.</u>

- Per state statute, districts may use state assessment data or school performance data (i.e., SPF) in collective measures for teachers, provided the data was not created prior to the date on which the teacher commenced employment and that the collective measure does not exceed 10 percent.

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# State Statute re: Licensed Evaluations

http://www.cde.state.co.us/educatoreffectiveness

- **Measures of Student Outcomes (MSO)-SSP**
  1. **Data used in evaluating SSPs must be collected from the sites, or a representative sample of the sites, at which the SSP provides services.** C.C.R.4.04(A)(3)
  2. **At least 30% of the evaluation must be based on <u>at least TWO (2) measures of student outcomes</u>.** C.C.R.4.04(A)(4)
     a. **No collective attribution requirement**
     b. **Measures of Student Outcomes for SSPs are not limited to academic measures but should include measures focused on increasing access to learning since SSPs may concentrate on non-academic factors that affect overall student well-being.**

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# State Statute–Licensed Evaluations

**http://www.cde.state.co.us/educatoreffectiveness**
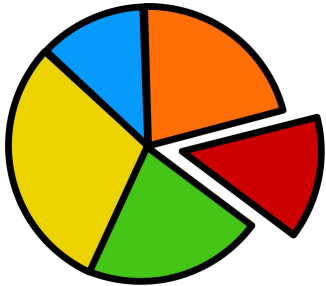
- ## Measures of Student Learning (MSL)-PRINCIPALS/APs

  1. **Data included in the school performance framework is used to evaluate Principal performance.** C.C.R. 5.1(D)(3)(a)

  2. **Selected measures are consistent with the MSLs used for the evaluation of Teachers in each principal's school.** C.C.R. 5.1(D)(3)(b)

  3. **Measures must reflect growth of students in all subject areas and grades, not only those in subjects and grades that are tested using statewide summative assessments.** C.C.R. 5.1(D)(3)(d)

  4. **Measures must be reflective of the grade levels the principal oversees, i.e., early childhood to grade 3; grades 4 to 8; and grades 9 to 12.** C.C.R. 5.1(D)(3)(h)(i)(j)

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# Professional Practice Quality Standards



70% Professional Practices

| Quality Standard | Teacher | SSP | Principal/AP |
|---|---|---|---|
| I. | Content & Pedagogy | Domain Mastery & Expertise | Organizational Leadership |
| II. | Learning Environment | Learning Environment | Positive & Safe School Culture |
| III. | Effective Instruction | Effective Service Delivery | Instructional Leadership |
| IV. | Professionalism & Leadership | Professionalism & Leadership | Professionalism & Leadership |

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# Highly Effective Evaluation Process Guidance

Beginning in the 2023-24 school year, school districts and BOCES <u>may choose</u> to offer the Highly Effective evaluation process to educators who have earned a Highly Effective rating for the previous three consecutive years.  District/BOCES that elect to offer a Highly Effective evaluation process to eligible educators must create guidance for implementation.

APS has chosen <u>not</u> to implement a Highly Effective Evaluation Process at this time in order to engage in further discussions about what that process might look like.  The APS Educator Advisory Committee will continue to work throughout the year to survey other districts, APS educators, and administrators to determine what a process may look like or if APS will have a Highly Effective Pathway evaluation.

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# APS Evaluation Guidance

https://sites.google.com/aurorak12.org/educator-effectiveness/



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# Evaluation Process Overview

**Beginning of the Year Connection:**

- Annual Training of all Evaluators on the State Model Evaluation System
- Complete an Annual Orientation for all Educators
- Begin Self Assessment Rubric
- Begin Development of Professional Growth Plan
- Begin Development of Student Learning Objectives/ Student Outcome Objectives

**End of Year Connection:**

- Submit SLO/SOO Data Summary & Reflection (1 week prior to mtg.)
- Review Professional Growth Plan
- Finalize Evaluator Assessment Rubric
- Finalize MSL/MSO Ratings
- Review & Sign off on Final Effectiveness Rating
- Goal Setting & Performance Planning for Next Year

**Ongoing Activities:**

- Conduct Observations
- Collect Evidence
- Provide Feedback & Opportunities for Reflection

**Fall Connection:**

- Reflect on Self-Assessment Rubric
- Review Professional Growth Plan
- Submit and Review 1$^{st}$ Draft of Student Learning Objectives/ Student Outcome Objectives
- **NOTE:** Final Draft of SLO/SOO Due in October

**Mid-Year Connection:**

- Check Progress on Professional Growth Plan
- Check Progress on Evaluator Assessment Rubric
- Check Progress on Student Learning Objectives / Student Outcome Objectives

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# APS Evaluation Guidance

https://sites.google.com/aurorak12.org/educator-effectiveness/evaluator-resources/evaluator-support-information

- **Teacher Rubric**
  - Teachers
  - Instructional TOSAs  (who instruct students and are the teacher of record), regardless of the proportion of time (CDE Guidelines for TOSAs who instruct**)**
- **Special Education Teacher Rubric**
- **Teacher Librarians**
- **Teachers on Special Assignment** (who are not teachers of record)
  - **APS Dean of Students TOSA Rubric**
  - **APS Non-instructional TOSA Rubric**
  - **CDE Instructional Support TOSA Rubric**

- **Principal & Assistant Principal Rubric**
  - **Assistant Principal-  Supports the principal by.....**
- **Specialized Service Professional Rubrics (SSP)**
  - **Psychologist**
  - **Counselor**
  - **Nurse**
  - **Speech and Language Pathologist**
  - **Physical Therapist**
  - **Occupational Therapist**
  - **Social Worker**
  - **Orientation and Mobility Specialist**
  - **Audiologist**

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- **Probationary / Non-probationary status**
  - **Probationary-** Need three (3) consecutive years of effective evaluations (effective or highly effective) to earn Non-Probationary Status and start their next year in the same district.
  - **Non-Probationary-** Shall lose non-probationary status with two (2) consecutive years of less than effective evaluations (partially effective or ineffective)

**SB 191:** Districts are required to provide a voluntary Appeal process for non-probationary teachers having received a 2nd consecutive less than effective final evaluation rating.

Educators with their first less than effective rating may receive a Licensed Employee Development Plan (LEDP) - See your HR Director for guidance.

- **Probationary/ Non-Probationary Coding**
  - P=       New, or no current effective or highly effective evaluation in the previous year
  - P1=      One (1)  effective or highly effective evaluation in the previous year
  - P2=      Two (2) consecutive effective and/or highly effective evaluations in previous two years
  - NP=      Has earned three (3) consecutive effective and/or highly effective evaluations
  - NP-1=   Non-probationary staff with one (1) partially effective or ineffective evaluation in the previous year

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# Items to Know from the Negotiated Agreement

- **Mid-Year Connection Meeting:**
    The evaluator shall provide the educator access to the educator's Professional Practices Quality Standards rubric **two (2)** days prior to the Mid-Year Review meeting in order for the educator to be able to review their current rating and prepare evidence. (2022)

- **End of Year Connection Meeting:**
    The evaluator shall provide the educator access to the educator's Professional Practices Quality Standards Rubric and their tentative end-of-year effectiveness rating **five (5)** days prior to the End-of-Year Review meeting in order for the educator to prepare for the meeting which may include providing further evidence which may impact the final rating. (2022)

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# MSLs (SLOs) for Teachers

## Remember!!!

**Collective Measure Ratings for teachers MUST BE**

- **Student academic growth measures!!!!--How do you know your students are learning?**

    **Example:  Measuring the effectiveness are our PLCs as measured by student growth data. (Using District Interim Assessment data, Classroom Custom Assessments, and Vendor Assessments)**

    **Example:  Measuring the implementation of XYZ instructional practices as measured by student growth data. (Using Classroom Custom Assessments, School Custom Assessments)**

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# Beginning of the Year Connection– Staff Meeting by August 30, 2024

1. **District trains Evaluators on the State Model Evaluation System**
   - **Required Annually**
2. **Principal/Evaluators provide Annual Orientation to Staff**
   - **All licensed educators are required to attend an annual orientation on or before August 30, 2024**
   - **Training should include**
     - **Evaluation Process, Timelines, Resources**
     - **Accessing & Using RANDA**
     - **Evaluation Assignments**
     - **Student Learning Objectives (SLOs) & Student Outcome Objectives (SOOs)**
     - **Time to begin work on Self-Assessment, Professional Growth Plan and SLO/SOO. Needs to be a full uninterrupted hour.**

TRAINING

At least one (1) hour, during the working day needs to be provided for staff to work on Professional Growth Plan, Self-Assessment and SLO/SOO. (By August 30, 2024)

# Beginning of the Year Connection– Staff Meeting by August 30, 2024

3. **Educator begins Self-Assessment Rubric**
4. **Educator begins Developing Professional Growth Goals**
   - Minimum of two (2) Goals
     - Goal #1:  Based on previous year's evaluation as well as results of self-assessment
     - Goal #2:  Based on building, site, or district UIP
5. **Educator begins Developing SLOs/ SOOs**

   - SLO/ SOO chosen/developed by the educator or group of educators as it specifically relates to content standards/ outcomes/ course expectations.
     - Teachers:  One (1) Collective Measure SLO **AND** One (1) Individual Measure SLO required=2 SLOs
     - TOSAs:  One (1) Collective Measure SLO **AND** One (1) Individual Measure SLO required=2 SLOs
     - Principals/APs:  Two (2) Measures SLO required=2 SLOs
   - Specialized Service Professionals:  Two (2) SOOs required but can choose more than two

# Fall Connection Meeting

by September 13, 2024

1. **Educator & Evaluator reflect on completed Self-Assessment Rubric**
   - **Optional to share the self assessment with the Evaluator**
   - **Completed in RANDA**

2. **Educator & Evaluator review & complete Professional Growth Plan**
   - **Minimum of two (2) Goals- 1 based on site/district UIP and personalized to fit their role; the other one (1) grounded in the professional practices in support of improving instruction**
   - **Completed in RANDA**
   - **Additional goals can be added**

3. **Educator submits 1st Draft of Student Learning Objectives/ Student Outcome Objectives for Evaluator review & approval.**

# Finalized DRAFT of SLO/SOOs
**by October 11, 2024**

1. **Finalized Drafts of SLO/SOO documents should be provided to evaluators for final review and approval by October 11, 2024**
   - **These drafts should be uploaded by Evaluators into COPMS-RANDA (Evidence & Artifacts)**
   - **Drafts can be adjusted with the approval of the Evaluator as needed through collaborative discussion between Evaluator and Educator throughout the year.**

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# Prior to the Mid–Year Connection Meeting

**December 19, 2024 for Probationary (Teachers, TOSAs, SSPs)**
**January 31, 2025 for Non-Probationary (Teachers, TOSAs, SSPs)**

- **<u>Mid-Year Connection Meeting:</u>** The evaluator shall provide the educator access to the educator's Professional Practices Quality Standards rubric two (2) days prior to the Mid-Year Review meeting in order for the educator to be able to review their current rating and prepare evidence. (2022)

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# Mid–Year Connection Meeting

**December 19, 2024 for Probationary (Teachers, TOSAs, SSPs)**
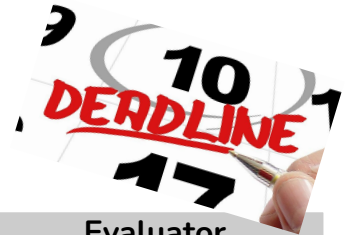**January 31, 2025 for Non-Probationary (Teachers, TOSAs, SSPs)**

1. **Check Progress on Professional Growth Plan**
   - <u>**Educator**</u> **should complete the Mid-Year Review section in RANDA with**
     - **Barriers to successful completion of the PGP**
     - **Strategies for overcoming those barriers**
   - <u>**Evaluator**</u> **should make comments in the comment box within the Mid-Year Review**

2. **Check Progress on Evaluator Assessment Rubric-**
   <u>**This should be started and updated by the Evaluator throughout the school year!**</u>
   - <u>**Evaluator**</u> **should share the Evaluator Assessment Rubric with the educator and discuss progress made on the rubric to date.**
   - **As a result of this discussion every person being evaluated should have a clear understanding of their professional practices rating** <u>**based on evidence available to date.**</u>

<u>**Evaluator Assessment Rubric Options for Educator Viewing**</u>

- **Share the Evaluator Assessment Rubric**
- **SnapShot Option- click "take snapshot"**

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# Mid-Year Connection Meeting

**December 19, 2024 for Probationary (Teachers, TOSAs, SSPs)**
**January 31, 2025 for Non-Probationary (Teachers, TOSAs, SSPs)**

3. **Check Progress on Student Learning Objectives/ Student Outcome Objectives**

○ **Educator** should bring progress monitoring data showing where students are progressing toward successful completion of **BOTH the Collective Measure SLO and Individual Measure SLO for Teachers and TOSAs and both SOOs for SSPs.**

○ **Educator and Evaluator** discuss successes, issues, potential issues, continued appropriateness of the student performance targets.

**Mid-Year Non-Renewal Language:** **Notification to probationary educators being considered for performance non-renewal (Mid-Year Comment Box)**

- **"If performance concerns noted in this evaluation are not addressed, you may be recommended for non-renewal."**

# Yearlong Ongoing Evaluation Activities

**Formal & Informal Observations-Collection of Evidence**

1. **Formal Observations- <u>One class period/ minimum of 45 min.</u>**
   - **Probationary- minimum of two (2)**
     **At least one (1) by <u>December 19, 2024</u>**
   - **Non-Probationary- minimum of one (1)**
     **Completed by <u>January 31, 2025</u>**
   - **Notification of formal observation at least two (2) days in advance**
     - Pre-Observation Conference- <u>at least two (2) working days prior to observation at the request of either the educator or evaluator</u>
     - Post-Observation Conference- <u>Must take place within five (5) working days of the formal.</u>
     - **Minimum of three (3) weeks between Post Observation and next formal**

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# Yearlong Ongoing Evaluation Activities

## Formal & Informal Observations-Collection of Evidence

2. **Informal Observations- Minimum of 10 minutes**

- **Minimum of four (4)**

  - **Minimum of 1 week between informal observations**

  - **Feedback must be provided in RANDA within two (2) days of the informal observation that includes:**

    - **Date and Time of informal observation**

    - **Standards and/or elements observed**

    - **Evaluator feedback/ comments**

    - **Opportunity for the educator to respond**

# Artifacts and Evidence

**CDE Definition of Artifacts**

Documents, materials, processes, strategies and other information that result from the normal and customary day-to-day work of any educator. To effectively address the requirements of the evaluation system, it is not necessary to collect the artifacts listed as examples for each standard prior to discussions between the evaluator and the educator being evaluated. In fact, educators and their evaluators may choose not to use any artifacts other than those specifically required by S.B. 10-191 so long as they agree on their rating levels. Artifacts other than those included as examples may also be used. Artifacts are used only if either the educator being evaluated or the evaluator believes that additional evidence is required to confirm the accuracy of the self-assessment as compared to the evaluator's assessment of the educator's performance.

**General Guidelines for Evidence & Artifacts:**

There should be collaboration between the educator and evaluator regarding the types, quality, quantity and specific nature of the artifacts you upload.  Could be the artifact may not be needed.  Don't make extra work for yourselves.

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# **Prior to End–Of–Year Connection Meeting**



1. **Educators** collect the SLO/SOO data and write their summary and reflection.

   ○ Recommended data collection due date by end of 1st week in April

2. **Educators** submit SLO/SOO Data Summary & Reflection

   ○ Prior to end of year meeting <u>Educators</u> should submit their SLO/SOO Data Summary & Reflection to Evaluators for review-

   ■ Recommended Due Date is 1 week prior to End of Year Review Meeting

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# Prior to End-Of-Year Connection Meeting

- **End of Year Connection Meeting:** The evaluator shall provide the educator access to the educator's Professional Practices Quality Standards Rubric and their tentative end-of-year effectiveness rating five (5) days prior to the End-of-Year Review meeting in order for the educator to prepare for the meeting which may include providing further evidence which may impact the final rating. (2022)

# End–Of–Year Connection Meeting
**by May 2, 2025 (Teachers, TOSAs, SSPs)**

1. **Review Progress made on Professional Growth Plan**
   - **Educator** should complete the End of Year review section in RANDA addressing
     - Barriers to successful completion of the PGP
     - Strategies for overcoming those barriers in the future
   - **Evaluator** should make comments in the comment box within the End of Year Review

2. **Evaluators Finalize Evaluator Assessment Rubric & Reviews with Educator**
   - **Evaluators** should share the Evaluator Assessment Rubric with the educator and together review the educator's ratings on the rubric. The evaluator ultimately is responsible for assigning the ratings he/ she feels are appropriate but should consider relevant evidence and artifacts provided by the educator.

# End-Of-Year Connection Meeting

**by May 2, 2025 (Teachers, TOSAs, SSPs)**

3. **Evaluators Finalize MSL/MSO Ratings**

- **Educators & Evaluators** review SLO/ SOO Data Summary & Reflection.
  - Review of raw student data
- **Educators** upload the finished SLO/SOO template that includes the data summary & reflection under the SLO/SOO section of the MSL/MSO Worksheet in RANDA.
- **Evaluators** enter SLO/SOO ratings in the MSL/MSO Worksheet in RANDA.

# End-Of-Year Connection Meeting

**by May 2, 2025 (Teachers, TOSAs, SSPs)**
**by May 23, 2025 (Principals & APs)**

4. **Evaluator & Educator review & Sign Off on Final Effectiveness Rating**
   - **The Final Effectiveness Rating will calculate when:**
     - **All required observations are completed and signed off by educator and evaluator**
     - **Evaluator Assessment Rubric is signed off by evaluator**
     - **Professional Growth Plan, Mid-Year Review, and End of Year Review are completed and signed off by the educator and evaluator.**
     - **When MSL/MSO Ratings have been completed and signed off on by the evaluator**

5. **Educator completes Goal Setting & Performance Planning for Next School Year**
   **Optional but strongly recommended- These goals will roll over to next year's PGP and can be edited.**
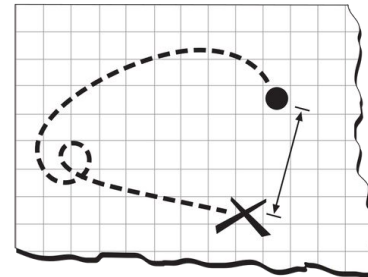
# Teacher SLO Expectations

<u>**Teachers:**</u>  **TWO (2) SLOs required**

- **One (1) Collective SLO (meaning it includes data from more than 1 educator)--Needs to be student academic growth measure**
  - **The Collective Measure will be <u>5%</u> of the overall evaluation rating.**
  - **Collective Measure SLO includes data from more than one educator (PLCs, Grade Level teams, Content area teams, teachers teaching the same course, school-wide.)**
- **One (1) Individual SLO**
  - **The Individual Measure will be 25% of the overall MSL rating.**
  - <u>**Individual SLOs should be chosen & developed by the educator**</u> **and related to content standards-State Standards, Common Core Standards/outcomes/course expectations and <u>approved are by evaluators.</u>**
  - **Individual SLOs can be developed by educator groups but data from each individual educator's students would be used to rate educators separately.**
  - <u>**Elective/Specialist Teachers:**</u>  **If a building wide goal in support of UIP is used – recommended to write an educator goal supporting this in the Professional Growth Plan and not to use as the educator's SLO**

# SSP Student Outcome Expectations

**<u>Specialized Service Professionals:</u>  Two (2) measures required by state statute.**

- **Two (2) Student Outcome Objectives (SOO) but educator can choose to complete three (3).**
  - SOOs are chosen and developed by the educator as it specifically relates to their job duties and expectations and <u>approved by their evaluator</u>.
  - SOOs could be developed by an educator group but data from individuals would be used to rate the educator separately.
  - Each individual SOO counts as 15%= 30%
- **If educator chooses to have three (3) SOOs**
  - **Each will count as 10% each= 30%**
- Suggest using measures from CDE's sample suggested measures to guide/ and job descriptions in support of the development of the SOO.

# TOSA, Principal, and AP SLO/SOO Expectations

## TOSAs: (Non-Instructional TOSAs, Deans, Instructional TOSAs)

- **One (1) Collective SLO (meaning it includes data from more than 1 educator)**
  - **The Collective Measure will be <u>5%</u> of the overall evaluation rating.**
  - **Collective Measure SLO includes data from more than one educator (PLCs, Grade Level teams, Content area teams, teachers teaching the same course, school-wide.)**

**AND**

- **One (1) Individual SLO**
  - **The Individual Measure will be 25% of the overall evaluation rating.**
  - **<u>Individual SLOs should be chosen & developed by the educator</u> and related to content standards-State Standards, Common Core Standards/outcomes/course expectations and <u>approved are by evaluators.</u>**
  - **Individual SLOs can be developed by educator groups but data from each individual educators' students would be used to rate educators separately.**

## Principals/ APs:

- **TWO (2) SLO/SOOs required**

# Colorado Performance Management System COPMS (AKA) RANDA

- **RANDA houses all the components of the licensed evaluation process for APS (Teachers, TOSAs, Specialized Service Professionals)**
  - **Self-Assessment**
  - **Professional Growth Plans**
  - **Observations**
  - **Assessment of Professional Practices (Quality Standards 1-4)**
  - **Measures of Student Learning/ Outcomes (Quality Standard 5)**
  - **Uploaded artifacts and evidence in support of evaluation ratings**
  - **Final Effectiveness Ratings**

# RANDA Demonstration Site

- **RANDA Solutions has provided a demonstration site for use by COPMS evaluators and educators to be able to practice using the different components of the evaluations.  It is periodically purged of information in order to allow for new practice by other users.**

- **Website:  https://copmstraining.randasolutions.com/**
- **Login Information:**
  - **Username:  (all lower case) choose a school name or name from the list provided followed by the role you wish to practice with.**
  - **Roles**
    - **.teacher@copmstraining.com**
    - **.principal@copmstraining.com**
    - **.dean@copmstraining.com**
    - **.tosa@copmstraining.com**
    - **.tosa-non@copmstraining.com**
  - **Password:  sandbox**

# List of sites for RANDA Demo Site

- **altura**
- **arkansas**
- **frontier**
- **quest**
- **century**
- **clydemiller**
- **crawford**
- **dalton**
- **elkhart**
- **fletcher**
- **fulton**
- **iowa**
- **jewell**
- **kenton**
- **lansing**
- **laredo**
- **lynkoll**

- montview
- murphycreek
- paris
- parklane
- peoria
- sable
- sidecreek
- sixthavenue
- tollgate
- vassar
- vaughn
- virginiacourt
- vpexplore
- wheeling
- yale
- aurorahills
- columbia

- **mrachek**
- **north**
- **south**
- **west**
- **central**
- **gateway**
- **hinkley**
- **rangeview**
- **pickens**
- **vpprep**
- **williamsmith**
- **meadowood**
- **jamaica**
- **elementary**
- **middle**
- **high**
- **k8**

# Live RANDA Login

RANDA Login information

- Website:  http://www.cde.state.co.us/educatoreffectiveness/randa

- Username:  **FULL APS GOOGLE MAIL ADDRESS**
  (i.e. mimouse@aurorak12.org)

- Password:  Assigned through CDE's single sign in and can be personalized.  For returning APS staff, passwords should work from last year.  Please try the CDE automated reset first.  If that does not work, contact your building RANDA contact who will then contact the appropriate District support person.

**YOU MUST HAVE AN ACCOUNT CREATED FOR YOU IN ORDER TO LOG IN-**
**See your building/site COPMS Contact to report any issues.**

# What's Next?

- **We're hoping to have new staff added to RANDA by August 15.**
  - RANDA is offline until the annual rollover is complete on August 1.

- **E-Train Requirement for Evaluators:**
  - Effective August 1, 2024, evaluators renewing their CDE license will be required to complete CDE's E-Train sessions.
  - E-Train is comprised of an asynchronous training session (about 3-4 hours), as well as an 8-hour in-person training.
  - For information on registering for these trainings, please visit CDE's website at: https://www.cde.state.co.us/educatoreffectiveness/e-train
  - Once completed, a designation will be added to your license.