



APS 2026

Faces^{of} the Future

EDUCATOR EFFECTIVENESS
ANNUAL EDUCATOR TRAINING
2022-23

Agenda

- HR Contacts and Support
- State Statute Evaluation Guidance
- APS Evaluation Guidance
- Probationary-Non-Probationary
- Evaluation Changes for 2022-23
- Evaluation Process Overview
 - Beginning of the Year Connection Mtg.-Staff Mtg.
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 - Mid-Year Connection Mtg.
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 - End of Year Connection Mtg.
- 2022-23 Measures of Student Learning/Outcomes
- Best Practices- What we have learned!
- Evaluation Planning
- Effective Feedback
- RANDA Solutions Evaluation system



Contacts and Support

Educator Effectiveness Supports

HR Director Support- Evaluation Process/Master Agreement
Northwest Community, ACHS & Division of Superintendent: **Katrina Smith**
Northeast Community, AWCPA & Division of Finance: **Lydia Ombogo**
Central Community, Paris, Crawford & Division of Equity in Learning: **Erin Brophy**
South Community, Boston & Division of Support Services: **TBA**

RANDA Supports

- **Giovanni Quintana** (Human Resources Coordinator)- Central & South Community Support
gequintana@aurorak12.org
 - New Accounts & Password Resets
 - Rubric & Name Changes
 - Troubleshooting
- **Eula Campbell** (Human Resources Assistant)- Northeast & Northwest Community Support
emcampbell@aurorak12.org
 - New Accounts & Password Resets
 - Rubric & Name changes

Division of Equity in Learning

- Calibration support of quality standards and professional practices
- SLO & SOO Support



State Statute re: Licensed Evaluations

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

- All districts are required to evaluate ALL licensed personnel on all professional practice standards for teachers, special services providers (SSPs), and principals.
- The Professional Practices Standards must account for 50% of an educator's annual evaluation (Teacher, Principal, SSP)
- Measures of Student Learning/Outcomes must account for 50% of an educator's annual evaluation (Teacher, Principal, SSP).
- All educators must be given a written evaluation report upon the completion of an evaluation.
 - Teachers must receive the report NO LATER THAN TWO WEEKS before the end of the school year.



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 at least ONE (1) formal observation.
- There is only one State requirement for using artifacts in support of evaluating Teachers and SSPs.
 - In addition to observation, AT LEAST ONE of the following performance measures must be used, when appropriate to the specific duties of the educator:
 - (a) student perception measures (e.g., surveys) where appropriate and feasible,
 - (b) peer feedback,
 - (c) feedback from parents or guardians; or
 - (d) review of lesson plans, student work samples or student support documentation. C.C.R.4.04(A)(6) C.C.R.5.01(D)(6)

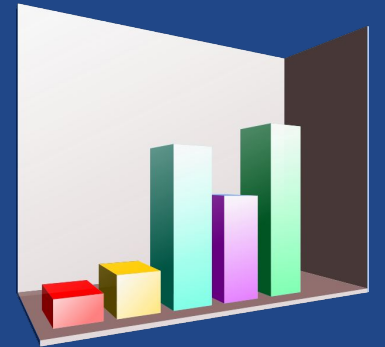


State Statute re: Licensed Evaluations

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

- **Measures of Student Learning (MSL)-TEACHERS**

1. A measure of individually-attributed growth
C.C.R.5.01(D)(7)(a) (Data attributed to 1 licensed educator)
2. A measure of collectively-attributed growth
C.C.R.5.01(D)(7)(b) (Data attributed to more than 1 licensed educator)
3. When available, statewide summative assessment results C.C.R.5.01(D)(7)(c)
4. For subjects with statewide summative assessment results available in two consecutive grades, results from the Colorado Growth Model C.C.R.5.01(D)(7)(d)



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 50% of the evaluation must be based on at least TWO (2) measures of student outcomes. C.C.R.4.04(A)(4)
 - a. No, collective or individual 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.



State Statute re: Licensed Evaluations

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

- **Measures of Student Learning (MSL)-Principal**
 1. Data included in the school performance framework is used to evaluate Principal performance. C.C.R. 5.01(D)(3)(a)
 2. At least one other Measure of Student Academic Growth must be incorporated and must ensure that the MSL selected for principal evaluations are consistent with the MSL used for the evaluation of Teachers in each principal's school. C.C.R. 5.01(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.5.01(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.5.01(D)(3)(h)(i)(j)

State Statute Evaluation Update

- For the 2022-23 school year:
 - Per SB22-069
 - the use of student growth data from the Colorado Growth Model or district/school performance frameworks may not be used in MSLs/MSOs.
 - All other aspects of the system will remain the same
 - Final effectiveness ratings consist of 50% MSLs/MSOs and 50% Professional Practices



APS Evaluation Guidance

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



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

Mid-Year Connection:

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

Fall Connection:

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

APS Evaluation Guidance

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

- **Teacher Rubric**

- Teachers
- Teacher Librarians
- Teaching Partners & Instructional TOSAs (who instruct students and are the teacher of record), regardless of the proportion of time (CDE Guidelines for TOSAs who instruct)

- **Teachers on Special Assignment**

(who are not teachers of record)

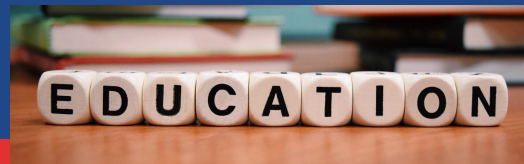
- Dean of Students TOSA Rubric
- Non-instructional TOSA Rubric
- Instructional Support TOSA Rubric

- **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



Probationary/Non-Probationary Status

- 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 teachers having received a 2nd consecutive less than effective final evaluation rating.

- 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

Evaluations for 2022-23

Just the same as 2021-22!

Evaluations for 2022-23

Standard 5/6 (MSL/MSO Expectations:

- No SPF is allowed to be used this year in evaluations per SB 22-069 so.....
- Teachers & TOSAs will need to have TWO (2) SLOs this year as it is still required to have a collective measure rating and an individual measure rating for the MSL/MSO section of the evaluation.



Beginning of the Year Connection- Staff Meeting

by August 31, 2022



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 31, 2022
 - 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.

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 31, 2022)

Beginning of the Year Connection- Staff Meeting by [August 31, 2022](#)



4. Educator begins Self-Assessment Rubric

5. 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

6. 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.
 - 2022-23 Teachers: One (1) Collective Measure SLO **AND** One (1) Individual Measure SLO required=2 SLOs for 2022-23
 - 2022-23 TOSAs: One (1) Collective Measure SLO **AND** One (1) Individual Measure SLO required=2 SLOs for 2022-23
- Specialized Service Professionals: Two (2) SOOs required but can choose more than two

Fall Connection Meeting

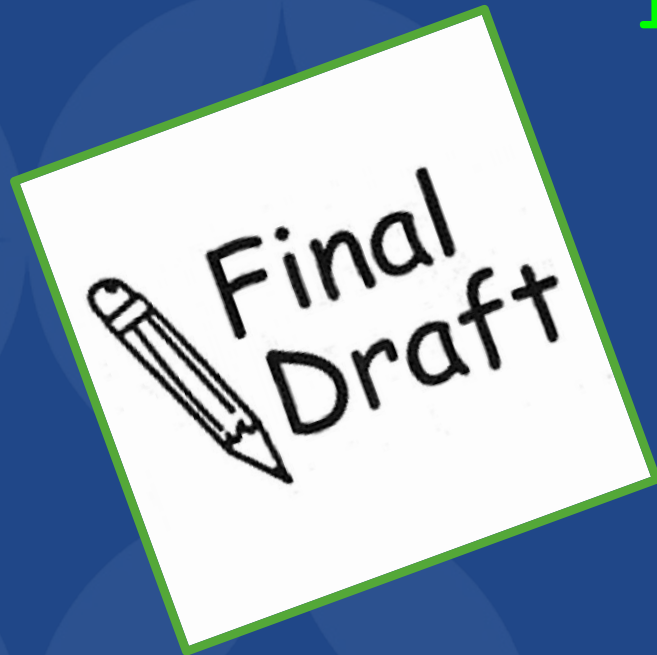
by September 16, 2022



- 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 14, 2022



1. Finalized Drafts of SLO/SOO documents should be provided to evaluators for final review and approval by October 14, 2022
 - These drafts are to be uploaded by Evaluators into COMPS-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.

Mid-Year Connection Meeting

December 15, 2022 for Probationary (Teachers, TOSAs, SSPs)

January 31, 2023 for Non-Probationary (Teachers, TOSAs, SSPs, Principals & APs)

1. Check Progress on Professional Growth Plan

- Educator should complete the Mid-Year Review section in RANDA with
 - Barriers to successful completion of the PGP
 - Strategies for overcoming those barriers
- Evaluator should make comments in the comment box within the Mid-Year Review

2. Check Progress on Evaluator Assessment Rubric- This should be started and updated by the Evaluator throughout the school year!

- Evaluator 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 based on evidence available to date.**



Mid-Year Connection Meeting

December 15, 2022 for Probationary (Teachers, TOSAs, SSPs)

January 31, 2023 for Non-Probationary (Teachers, TOSAs, SSPs, Principals & APs)

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.



Yearlong Ongoing Evaluation Activities

Formal & Informal Observations-Collection of Evidence

1. Formal Observations- One class period/ minimum of 45 min.

- **Probationary**- minimum of two (2)
 - At least one (1) by December 15, 2022
- **Non-Probationary**- minimum of one (1)
 - Completed by January 31, 2023
- **Notification of formal observation at least two (2) days in advance**
 - Pre-Observation Conference- at least two (2) working days prior to observation at the request of either the educator or evaluator
 - Post-Observation Conference- Must take place within five (5) working days of the formal.
 - **Minimum of three (3) weeks between Post Observation and next formal**



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.

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 Educators should submit their SLO/SOO Data Summary & Reflection to Evaluators for review-
 - Recommended Due Date= 1 week prior to End of Year Review Meeting



End-Of-Year Connection Meeting

by May 5, 2023 (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

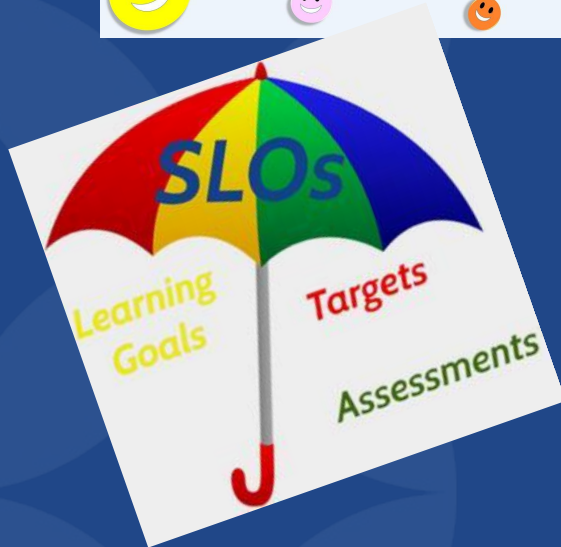
2. Evaluators Finalize Evaluator Assessment Rubric & Reviews with Educator

- 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 5, 2023 (Teachers, TOSAs, SSPs)

by May 26, 2023 (Principals & APs)



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.

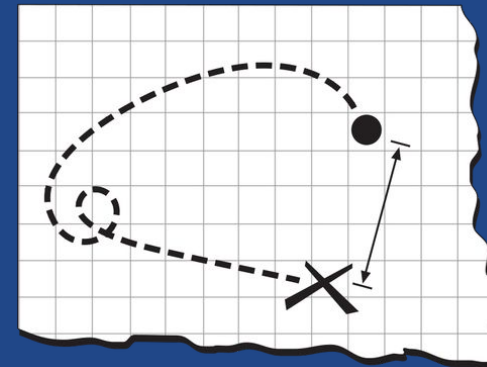
End-Of-Year Connection Meeting

by May 5, 2023 (Teachers, TOSAs, SSPs)

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. Optional–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.



2022-23 Teacher SLO Expectations

Teachers: For 2022-23, 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 still be 10% of the overall MSL 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 still be 40% of the overall MSL rating.
 - Individual SLOs should be chosen & developed by the educator and related to content standards-State Standards, Common Core Standards/outcomes/course expectations and approved are by evaluators.
 - Individual SLOs can be developed by educator groups but data from each individual educator's students would be used to rate educators separately.
 - Elective/Specialist Teachers: 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

2022-23 SSP Student Outcome Expectations

Specialized Service Professionals: 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 approved by their evaluator.
- 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 25%= 50%
- If educator chooses to have three (3) SOOs
 - Required two (2) count as 20% each= 40%
 - Third will count as 10%
- Suggest using measures from CDEs sample suggested measures to guide/ and job descriptions in support of the development of the SOO.

TOSA 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 still be 10% of the overall MSL 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 still be 40% of the overall MSL rating.
 - Individual SLOs should be chosen & developed by the educator and related to content standards-State Standards, Common Core Standards/outcomes/course expectations and approved are by evaluators.
 - Individual SLOs can be developed by educator groups but data from each individual educators' students would be used to rate educators separately.

Colorado Performance Management System (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 1-4/5)
 - Measures of Student Learning/ Outcomes (Quality Standards 5/6)
 - Uploaded artifacts and evidence in support of evaluation ratings
 - Final Effectiveness Ratings

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 RANDA Contact to report any issues.**