

# Educator Effectiveness / Evaluation

Jeffco has a rich tradition of attracting and supporting the most effective teachers and administrators in the classroom and at every school – a tradition of excellence in agreement with Colorado’s Educator Effectiveness Law.

SB-191, also known as the Educator Effectiveness Act, is about ensuring quality instruction in Colorado. The Educator Effectiveness Act changed the way principals and teachers are evaluated in Colorado with the ultimate goal of improving student learning by continuously supporting educators’ professional growth and ensuring that every student has effective teachers and school leaders. The Educator Effectiveness Act requires that educators be evaluated in significant part (50%) based on the impact they have on the learning growth of their students.

This website is a simple resource for our stakeholders focused on general awareness of the law and to provide information regarding Jeffco’s process of measuring effectiveness through multiple avenues.

The Educator Effectiveness law requires all Colorado school districts, including Jeffco Public Schools, to evaluate all licensed staff in the areas of professional practice and student outcomes.

- Evaluation Coaches support school based administrators in implementing the Jeffco developed Professional Practices Rubrics that licensed staff members have as a basis for 50% of their evaluation.
- Research and Assessment Design staff members support the implementation of the student growth, the other 50% portion of the evaluation.
- There are a variety of professional development opportunities available for all licensed educators for support of School Goals as well as Individual Educator Goals which are both major components of Senate Bill-191.

Professional Practices are considered classroom performance as measured by observers and using a standardized Jeffco Public School rubric (based on specific role) Student Growth Data is a collection of measured data in three areas - with specific distribution of combined measurement totals customized by and for Jeffco Public Schools:

- School Performance Framework (SPF) - 5%
- School Goal - 15%
- Individual Goal - 30%

