



620 Wilcox Street
Castle Rock, Colorado 80104

TO:	Board of Education Corey Wise, Superintendent
FROM:	Dr. Deanne Kirby, Director of Educator Effectiveness Matt Reynolds, Chief Assessment and Data Officer
DATE:	May 26, 2021
RE:	CITE Rubric Revision Approvals

In preparation for the June 1, 2021 board meeting, we are providing proposed revisions to 10 CITE (Continuous Improvement of Teacher Effectiveness) evaluation rubrics.

Please let us know if you have any additional questions.

Proposed Revisions:

The proposed revisions update the rubric language to be in alignment with the [2020 Colorado Academic Standards \(CAS\)](#). The current language in many of the CITE evaluation rubrics (see list below) includes language from the 2009/2010 CAS which references the 4Cs (communication, collaboration, creativity and critical thinking) and 21st century skills. The proposed rubrics have replaced this language with the Essential Skills language found in the 2020 CAS.

Recommendations:

Approval of revisions to the following evaluation rubrics:

- CITE Generalist Rubric
- CITE Educator Rubric
- CITE Audiologist Rubric
- CITE Child Find Assessment Diagnostic Professional - OT and SLP Rubric
- CITE Child Find Assessment Diagnostic Professional - Psychologist Rubric
- CITE Child Find Assessment Diagnostic Professional - Social Worker Rubric
- CITE Elementary Digital Librarian Rubric
- CITE IEP and Assessment Specialist Rubric
- CITE Teacher Librarian Rubric
- CITE Technology Teacher (Specialist) Rubric

Summary of Changes for all of the above rubrics - [LINK](#)

Background on the Colorado Academic Standards:

The 2009/10 Colorado Academic Standards included the 4Cs (communication, collaboration, creativity and critical thinking) and 21st century skills (see below).

Old Language - 4Cs and 21st Century Skills (2009/10 CAS)	
<p><u>4C: Collaboration</u></p> <ul style="list-style-type: none">● Leadership and Initiative● Cooperation● Flexibility● Responsibility and Productivity● Use of Tech Tools for Synchronous and Asynchronous Collaboration● Responsiveness	<p><u>4C: Communication</u></p> <ul style="list-style-type: none">● Engaging in Conversations and Discussions● Using 21st Century Communication Tools● Listening● Communicating in Diverse Environments● Delivering Oral Presentations
<p><u>4C: Creativity</u></p> <ul style="list-style-type: none">● Idea Generation● Idea Design and Refinement● Openness and Courage to Explore● Works Creatively with Others● Creative Production and Innovation	<p><u>4C: Critical Thinking</u></p> <ul style="list-style-type: none">● Information and Discovery● Interpretation and Analysis● Reasoning● Problem Solving/Solution Finding● Constructing Arguments● Self-Regulation/Reflection
<p><u>21st Century Skills</u></p> <ul style="list-style-type: none">● Civic Responsibility● Financial Literacy● Global Awareness● Health & Wellness● Problem Solving● Resiliency● Systems Thinking	

The 2020 Colorado Academic Standards have reimagined and reorganized the concepts of the 4Cs and 21st Century Skills into the Colorado Essential Skills (see below). For your reference, there are links to the Colorado Department of Education’s (CDE) Essential Skills webpage and to the rubrics for each of the skills.

New Language - Essential Skills (2020 CAS)	
<p><u>Entrepreneurial Skills</u></p> <ul style="list-style-type: none">● Critical Thinking/Problem Solving● Creativity/Innovation● Inquiry/Analysis● Risk Taking	<p><u>Personal Skills</u></p> <ul style="list-style-type: none">● Self-Awareness● Initiative/Self-Direction● Personal Responsibility● Adaptability/Flexibility● Perseverance/Resiliency
<p><u>Civic/Interpersonal Skills</u></p> <ul style="list-style-type: none">● Collaboration/Teamwork● Communication (using information and	<p><u>Professional Skills</u></p> <ul style="list-style-type: none">● Task/Time Management● Career Awareness

<p>communications technologies)</p> <ul style="list-style-type: none"> ● Global/Cultural Awareness ● Civic Engagement ● Character 	<ul style="list-style-type: none"> ● Information Literacy ● Use Information and Communications Technologies ● Self-Advocacy ● Leadership
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As the Colorado Essential Skills are part of the 2020 Colorado Academic Standards, it is a requirement that teachers and SSPs support the authentic integration of these skills into the learning experiences for our students in DCSD.

Historical Background

In 2012 districts began implementing rules and regulations related to legislation (S.B. 10-191) outlining rules and regulations for teacher and principal evaluation in the state of Colorado. Provisions are made within legislation for districts to use their own unique evaluation tool provided it meets or exceeds the quality standards as described by the state of Colorado. Douglas County School District used the CITE and LEAD evaluation tools prior to S.B. 10-191 and continue to use and improve the model today.

Process for revisions:

Revision to these rubrics was completed through the hard work and dedication of the CITE Focus Group. The CITE focus group is composed of teachers and administrators across the district representing a variety of schools, levels and positions. During the 2020-2021 school year, work was done under the direction of Dr. Deanne Kirby to revise the CITE rubric collection to reflect the introduction of the Colorado Essential Skills as part of the 2020 CAS. Feedback for the proposed revisions was gathered from several groups including the CITE and LEAD Focus Groups, Erica Mason and the Curriculum, Instruction and Assessment department, building principals and the District Accountability Committee (DAC). The DAC expressed their approval for the proposed revisions at the May 18, 2021 meeting.