

Educator Effectiveness

Evaluation Rubric Approval

Board of Education
June 21, 2022

Board of Education Responsibilities

The Role of the Board of Education in Evaluations:

(C.R.S. [22-9-106](#) (1)) All school districts and boards of cooperative services that employ licensed personnel, as defined in section 22-9-103 (1.5), shall adopt a written system to evaluate the employment performance of school district and board of cooperative services licensed personnel, including all teachers, principals, and administrators.

Proposed Rubrics

CITE Generalist & Educator Rubrics

→ [CITE Generalist Rubric Draft](#)

- ◆ Used by: elementary classroom teachers, middle and high school content teachers, specials/electives teachers, CTE teachers.

→ [CITE Educator Draft](#)

- ◆ Used by: Mild/Moderate Educators, Center-Based Educators, ELD Educators, GT/Literacy/Math/Rtl Interventionists, School Psychologists, School Social Workers, SLPs, OTs, and TVIs

LEAD Rubric

→ [LEAD Rubric Draft](#)

◆ Used by: Principal, Assistant Principal, and Dean

Summary of Changes

- [CITE Generalist Rubric - Summary of Changes](#)
- [CITE Educator Rubric - Summary of Changes](#)
- [LEAD Rubric - Summary of Changes](#)

Next Steps

If approved by the BOE, staff would complete the following steps:

- Evaluator Annual Orientation and Training
 - ◆ Including training for new evaluators
- Licensed Educator Annual Orientation
 - ◆ Provide information and updates to teachers regarding changes to the Generalist and Educator rubrics.
- Building Leader support regarding changes to LEAD rubric.
- Continued work with focus groups to:
 - ◆ Build 'Promising Practices' documents to support quality evaluation practices.
 - ◆ Design rubrics for Specialized Support Professionals (SSPs) for approval at the end of the 22-23 school year.

Action Requested

The CITE and LEAD Focus Groups respectfully request the Board of Education's approval of the three proposed rubrics for use beginning fall of the 2022-23 school year.

