

SUPPORTING Improved Evaluations for All Educators

Overview of Evaluation Requirements and Timeline for Specialized Service Professionals

To ensure every child in Colorado has access to great educators who are supported in their professional growth; new evaluation requirements under Senate Bill 10-191 are intended to provide meaningful, annual evaluations for all licensed personnel including principals, teachers and other education professionals who are licensed by the state.

Evaluations requirements and optional state model systems are in place for teacher and principal evaluations (statewide implementation in 2013-14). A critical next step is to ensure that specialized service professionals, currently referred to as “other licensed personnel” in law and State Board of Education rules, are also evaluated annually and supported in their ongoing professional growth.

In their work to help implement S.B. 10-191, the State Council for Educator Effectiveness (SCEE) has identified nine categories of specialized service professionals and is outlining high quality professional practices specific to each group. The overall intent is to ensure that specialized service professionals’ evaluations provide meaningful and actionable feedback allowing for continuous improvement of practice.

Who is considered a specialized service professional?

Currently, there are nine categories of specialized service professionals:

- School audiologists
- School psychologists
- School nurses
- School physical therapists
- School occupational therapists
- School counselors
- School social workers
- School speech language pathologists
- School orientation and mobility specialists

Professionals who provide direct instruction or instructional support to students are considered teachers rather than a specialized service professional. This includes: special education teachers, early childhood teachers, English language learners teachers, online teachers, elementary “specials” teachers, alternative education teachers, librarians, interventionists, and career and technical education teachers. The current teacher evaluation system for these individuals is being reviewed by groups of educators in the Colorado State Model Evaluation System pilot and feedback is being collected.

Timeline of Specialized Service Professionals Work

2012-2013

- Make recommendations on specialized service professionals to State Council for Educator Effectiveness and the State Board of Education

2013-2014

- Develop and pilot evaluation system for specialized service professionals

2014-2015

- Statewide roll out of model system for evaluating specialized service professionals

What specialized service professional work has been done?

In 2012, the SCEE and the Colorado Department of Education (CDE) formed nine work groups with experts from the field from each professional group to make recommendations regarding the evaluation of specialized service professionals. Each work group was charged with identifying how their licensed category aligns to the statewide Quality Standards for teachers and what changes, if any, need to be made to ensure their evaluations are meaningful and provide feedback to inform their professional practice.

The process for creating specialized service professionals standards and elements (the components that will make up the rubrics) asked work groups to seek alignment for all Quality Standards, but ensure necessary distinctions are considered, particularly for Quality Standards 1 (Know Content) and 3 (Facilitate Learning). Standard and element recommendations for professional practices were made to the SCEE from the work groups and will move through the State Board of Education and legislature for approval in 2013.

What's next?

In 2013, professional practice rubrics will be created for each of the specialized service professionals groups. These rubrics will measure each group's professional practices, which accounts for 50% of their evaluation. Recommendations and guidance on the student outcomes/student growth component (the other portion of the evaluation) will also be provided, including possible measures of student outcomes over time. Statewide implementation of the specialized service professional evaluation systems is planned for the 2014-15 school year.

Where can I learn more?

- To view frequently asked questions regarding other licensed personnel and specialized service professionals, visit:
http://www.cde.state.co.us/EducatorEffectiveness/FAQs.asp#Other_Licensed_Professionals
- To learn about the Colorado State Model Evaluation System for teachers, visit:
<http://www.cde.state.co.us/EducatorEffectiveness/SMES-Teacher.asp>
- To learn more about the SCEE and access resources, visit:
<http://www.cde.state.co.us/EducatorEffectiveness/Partner-SCEE.asp>

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