

## EDUCATOR EFFECTIVENESS IN CUSTER COUNTY

**TEACHER EFFECTIVENESS:** Custer County School District C-1 teachers will be rated on Quality Standards that measure professional practice and measures of student learning. The Quality Standards are measured using the state-developed rubric (Colorado State Model Evaluation System) maintained through the RANDA on-line system. Teachers are evaluated on six Quality Standards:

- Half of the evaluation will be based on the five Quality Standards that measure professional practice:
  1. Content Knowledge
  2. Establish Classroom Environment
  3. Facilitate Learning
  4. Reflect on Practice
  5. Demonstrate Leadership
- 6. The sixth Quality Standard, Student Growth, accounts for the other half of our evaluation system. This standard is based on multiple measures, not a single assessment. Teachers have a team attribution student growth score and at least one individual attribution student growth score. If a teacher teaches a subject that takes the statewide summative exam, it will be used as one of the multiple measures.

**You may download the rubrics utilized by Custer County School District C-1.**

For the teacher rubric please visit: <https://www.cde.state.co.us/educatoreffectiveness/rubric-for-colorado-teachers>

For the principal rubric please visit: <https://www.cde.state.co.us/educatoreffectiveness/rubric-for-colorado-principals>

Custer County uses multiple measures a variety of multiple measures as per the following charts.

### **Elementary/Middle School:**

Measures of Student Learning/Outcomes			
Name	Weight	Description	Attribution
NWEA/MAPS	16 %	School wide targeted goals.	Collective
Classroom Assessment	40 %	Classroom formative assessments	Individual
NWEA Grade Level(s) Goals	20 %	Grade level targeted goals	Individual
3rd Grade ELA/CMAS	3 %	As mandated by legislation.	Collective
3rd Grade Math/CMAS	3 %	As mandated by legislation.	Collective
4th-8th Grade ELA Growth/CMAS	6 %	As mandated by legislation.	Collective
4-8th Growth/Math/CMAS	6 %	As mandated by legislation.	Collective
5th & 8th Grade Science/CMAS	6 %	As mandated by legislation.	Collective
<b>Total:</b>	<b>100 %</b>		

### High School:

Measures of Student Learning/Outcomes			
Name	Weight	Description	Attribution
NWEA	16 %	School wide targeted goals.	Collective
Grade Level(s) Goals - NWEA MAPS/ACT scores	20 %	Grade level targeted goals	Individual
Classroom Assessment	40 %	Please describe your measure here	Individual
9th Grade ELA Growth	6 %	As mandated by legislation.	Collective
9th Grade Math Growth	6 %	As mandated by legislation	Collective
10th Grade PSAT	6 %	As mandated by legislation	Collective
11th Grade ACT	6 %	As mandated by legislation	Collective
<b>Total:</b>	<b>100 %</b>		

**PRINCIPAL EFFECTIVENESS:** Custer County School District C—1 principals are evaluated on seven Quality Standards. These professional practices are measured with the state-developed rubric.

Principal evaluations are based on the six professional practice Quality Standards:

- Half of the evaluation is based on:
  1. Strategic Leadership
  2. Instructional Leadership
  3. School Cultural and Equity Leadership
  4. Human Resource Leadership
  5. Managerial Leadership
  6. External Development Leadership.
  7. The other half of a principal’s evaluation is based on the seventh Quality Standard which measures the student learning in their school. Principals have a team attribution score and student growth scores that are aligned to their teachers. The score on the School Performance Framework is applicable. Principal Measures of Student Learning (MSLs) are based on the District Performance Framework (DPF – individual school scores), the aggregate of Individual Goals for Teachers and NWEA/MAPS local assessment growth goals.

**OTHER AREAS OF EFFECTIVENESS:** The district has identified professional practice quality standards and appropriate measures for the school counselor and school nurse. Information about those specific specialized evaluation systems can be addressed by contacting the Office of the Superintendent.

**DISTRICT ADVISORY PERSONNEL PERFORMANCE EVALUATION COUNCIL:** The School Accountability Committee has been charged by the school board to serve as the District’s Advisory Personnel Performance Evaluation Council.

**Additional information about the state’s evaluation system by visiting:**

**Senate Bill 191:** <https://www.cde.state.co.us/educatoreffectiveness/overviewofsb191>

**General State information:** <https://www.cde.state.co.us/educatoreffectiveness/statemodevaluationsystem>