

Second Regular Session
Seventy-third General Assembly
STATE OF COLORADO

INTRODUCED

LLS NO. 22-0247.01 Julie Pelegrin x2700

SENATE BILL 22-070

SENATE SPONSORSHIP

Bridges,

HOUSE SPONSORSHIP

(None),

Senate Committees
Education

House Committees

A BILL FOR AN ACT

101 CONCERNING LICENSED PERSONNEL PERFORMANCE EVALUATIONS IN
102 PUBLIC SCHOOLS.

Bill Summary

(Note: This summary applies to this bill as introduced and does not reflect any amendments that may be subsequently adopted. If this bill passes third reading in the house of introduction, a bill summary that applies to the reengrossed version of this bill will be available at <http://leg.colorado.gov>.)

The bill specifies the duties of the department of education (department) related to licensed personnel performance evaluation systems, including the following duties, which the department must comply with by the beginning of the 2023-24 school year:

- Creating a modified rubric for evaluating personnel who are consistently rated highly effective;

Shading denotes HOUSE amendment. Double underlining denotes SENATE amendment.
Capital letters or bold & italic numbers indicate new material to be added to existing statute.
Dashes through the words indicate deletions from existing statute.

- Creating specialized rubrics for particular teacher or principal roles;
- Providing free evaluator training for school districts and boards of cooperative services (BOCES);
- Providing guidelines for incorporating a licensed person's professional growth achievements into the evaluation; and
- Providing best practices in methods of conducting evaluations.

The bill directs the state board of education (state board) to adopt rules as necessary to ensure that, beginning with evaluations completed in the 2023-24 school year:

- 30% of a teacher's or principal's evaluation is based on the academic growth of students, and the remainder is based on the teacher's or principal's attainment of quality standards;
- Up to 10% of a licensed person's evaluation may be based on collective measures for a particular grade level or for an entire school, but the evaluation must not include collective measures for students who are not enrolled in the school at which the licensed person is employed; and
- If a licensed person has been employed by a school district or BOCES for one year or less, the person's evaluation must not include collective measures and must not be based on statewide assessment scores.

The bill encourages school districts and BOCES to experiment with innovative methods of conducting observations to use in licensed personnel evaluations. Under the bill, a school district or BOCES must complete the licensed personnel evaluations within the school year for which the person is evaluated and report the performance ratings, in aggregate, to the department by June 30 of each school year. The bill encourages school districts and BOCES to train multiple persons to serve as evaluators so that a licensed person may request an alternative evaluator.

For performance evaluations completed for the 2021-22 and 2022-23 school years, the bill prohibits the use of measures of student academic growth derived from the Colorado growth model and measures of student academic growth or performance based on a school district's, board of cooperative service's, or school's performance plan type.

1 *Be it enacted by the General Assembly of the State of Colorado:*

2 **SECTION 1.** In Colorado Revised Statutes, 22-9-103, **amend** the
 3 introductory portion and (1.5) as follows:

4 **22-9-103. Definitions.** As used in this ~~article~~ ARTICLE 9, unless

1 the context otherwise requires:

2 (1.5) "Licensed personnel" OR "LICENSED PERSON" means ~~any~~
3 ~~persons~~ A PERSON WHO IS employed to instruct students, TO PROVIDE
4 PROFESSIONAL SERVICES TO STUDENTS IN DIRECT SUPPORT OF THE
5 EDUCATION INSTRUCTIONAL PROGRAM, or to administer, direct, or
6 supervise the instructional program in a school in the state AND who ~~hold~~
7 HOLDS a valid license or authorization pursuant to ~~the provisions of~~ article
8 60.5 of this ~~title~~ TITLE 22.

9 **SECTION 2.** In Colorado Revised Statutes, **amend** 22-9-104 as
10 follows:

11 **22-9-104. State model licensed personnel performance**
12 **evaluation system - department - state board - powers and duties -**
13 **rules.** (1) The state board shall promulgate guidelines relating to the
14 planning, development, implementation, and assessment of a STATE
15 MODEL licensed personnel performance evaluation system that may be
16 ~~followed~~ ADOPTED by each school district and board of cooperative
17 services within the state. In promulgating said guidelines, the state board
18 shall allow each school district and board of cooperative services to
19 involve and consult with the licensed personnel and citizens of the school
20 district or districts. Each school district and board of cooperative services
21 ~~shall have~~ HAS the flexibility needed to develop a system of personnel
22 performance evaluation that is specifically designed to meet the
23 individual needs of that school district ~~and~~ OR board of cooperative
24 services.

25 (1.5) TO ASSIST SCHOOL DISTRICTS AND BOARDS OF COOPERATIVE
26 SERVICES IN IMPLEMENTING THE STATE MODEL LICENSED PERSONNEL
27 PERFORMANCE EVALUATION SYSTEM AND IN DEVELOPING AND

1 IMPLEMENTING LOCAL SYSTEMS OF PERSONNEL PERFORMANCE
2 EVALUATION, BY THE BEGINNING OF THE 2023-24 SCHOOL YEAR, THE
3 DEPARTMENT SHALL:

4 (a) CREATE A MODIFIED RUBRIC SPECIFICALLY FOR MEASURING
5 THE PERFORMANCE OF A LICENSED PERSON WHO HAS RECEIVED A RATING
6 OF HIGHLY EFFECTIVE FOR AT LEAST THREE CONSECUTIVE SCHOOL YEARS
7 AND PROVIDE GUIDELINES FOR FOCUSING ON PROFESSIONAL GROWTH AND
8 CAREER DEVELOPMENT IN EVALUATING LICENSED PERSONNEL WHO ARE
9 CONSISTENTLY RATED HIGHLY EFFECTIVE;

10 (b) WORK WITH SCHOOL DISTRICTS AND BOARDS OF COOPERATIVE
11 SERVICES TO CREATE AND MAKE PUBLICLY AVAILABLE RUBRICS FOR
12 MEASURING THE PERFORMANCE OF LICENSED PERSONNEL IN A LIMITED
13 NUMBER OF SPECIALIZED TEACHER OR PRINCIPAL ROLES;

14 (c) PROVIDE EVALUATOR TRAINING AT NO COST TO SCHOOL
15 DISTRICTS AND BOARDS OF COOPERATIVE SERVICES TO ENSURE THAT ALL
16 EVALUATORS HAVE THE SKILLS NECESSARY TO OBSERVE AND EVALUATE
17 LICENSED PERSONNEL WITH FIDELITY TO THE LICENSED PERSONNEL
18 PERFORMANCE EVALUATION SYSTEM IMPLEMENTED BY THE EVALUATOR'S
19 SCHOOL DISTRICT OR BOARD OF COOPERATIVE SERVICES;

20 (d) PROVIDE GUIDELINES FOR CONSIDERING A LICENSED PERSON'S
21 PROFESSIONAL GROWTH ACHIEVEMENTS, SUCH AS ATTAINMENT OF
22 NATIONAL BOARD CERTIFICATION OR FULFILLMENT OF DIFFERENTIATED
23 PROFESSIONAL ROLES, AS PROOF THAT THE LICENSED PERSON MEETS ONE
24 OR MORE OF THE QUALITY STANDARDS, IN LIEU OF SOME OR ALL OF THE
25 ELEMENTS THAT DEMONSTRATE ATTAINMENT OF THE QUALITY
26 STANDARDS; AND

27 (e) PROVIDE INFORMATION CONCERNING BEST PRACTICES IN

1 METHODS OF CONDUCTING LICENSED PERSONNEL EVALUATIONS,
2 INCLUDING INNOVATIVE METHODS FOR OBSERVATION.

3 (2) The state board shall:

4 (a) Provide training and leadership and give technical assistance
5 to school districts and boards of cooperative services in the development
6 of a licensed personnel performance evaluation system;

7 (b) Work and cooperate with the state's universities and colleges
8 that have teacher, principal, or administrator education programs to ~~assure~~
9 ENSURE that principals and administrators ~~having~~ WHO HAVE evaluation
10 responsibilities will receive adequate education and training that meets
11 the requirements specified in section 22-9-108 and will enable them to
12 make thorough, credible, fair, and professional quality evaluations of all
13 licensed personnel whom those principals or administrators may be
14 responsible for evaluating;

15 (c) Pursuant to section 22-9-105.5, work with the council to
16 promulgate rules concerning the planning, development, implementation,
17 and assessment of ~~a~~ THE STATE MODEL LICENSED PERSONNEL
18 PERFORMANCE EVALUATION system to evaluate the effectiveness of
19 licensed personnel;

20 (d) Repealed.

21 (e) (Deleted by amendment, L. 2009, (SB 09-163), ch. 293, p.
22 1532, § 17, effective May 21, 2009.)

23 (f) ~~(f) On or before September 1, 2011, the state board;~~ Pursuant
24 to the "State Administrative Procedure Act", article 4 of title 24, ~~C.R.S.;~~
25 ~~shall~~ promulgate rules with regard to the issues specified in ~~section~~
26 ~~22-9-105.5 (10) using the recommendations from the council. If the~~
27 ~~council fails to make recommendations to the state board by March 1,~~

1 2011, with regard to one or more of the issues specified in section
2 22-9-105.5 (10), the state board, on or before September 1, 2011, shall
3 promulgate rules concerning any issues in section 22-9-105.5 (10) that the
4 council did not address. In promulgating rules pursuant to this paragraph
5 (f), the state board shall conform to the timeline set forth in section
6 22-9-105.5 SECTION 22-9-105.5 (3)(a) TO (3)(h).

7 (H) On or before February 15, 2012, the general assembly shall
8 review the rules promulgated pursuant to subparagraph (I) of this
9 paragraph (f), in a bill that is separate from the annual rule review bill
10 introduced pursuant to section 24-4-103 (8)(d), C.R.S., and in accordance
11 with the criteria and procedures specified in section 24-4-103 (8)(a) and
12 (8)(d), C.R.S.; except that the general assembly reserves the right to
13 repeal individual rules in the rules promulgated by the state board. If one
14 or more rules are not approved by the general assembly pursuant to this
15 subparagraph (H), the state board shall promulgate emergency rules
16 pursuant to section 24-4-103 (6), C.R.S., on such issue or issues and
17 resubmit to the general assembly on or before May 1, 2012. The general
18 assembly shall review the emergency rules promulgated according to the
19 process outlined in this subparagraph (H).

20 (3) FOREVALUATIONS COMPLETED FOR THE 2023-24 SCHOOL YEAR
21 AND EACH SCHOOL YEAR THEREAFTER, THE STATE BOARD SHALL
22 PROMULGATE RULES AS NECESSARY TO ENSURE THAT, UNDER THE STATE
23 MODEL LICENSED PERSONNEL PERFORMANCE EVALUATION SYSTEM AND A
24 LOCAL SYSTEM OF PERSONNEL PERFORMANCE EVALUATION:

25 (a) THIRTY PERCENT OF A TEACHER'S OR PRINCIPAL'S EVALUATION
26 IS DETERMINED BY THE ACADEMIC GROWTH OF THE TEACHER'S STUDENTS
27 OR THE STUDENTS ENROLLED IN THE PRINCIPAL'S SCHOOL, AS APPLICABLE,

1 AND THE REMAINDER IS BASED ON THE TEACHER'S OR PRINCIPAL'S
2 ATTAINMENT OF THE QUALITY STANDARDS;

3 (b) EXCEPT AS OTHERWISE PROVIDED IN SUBSECTION (3)(c) OF
4 THIS SECTION, UP TO TEN PERCENT OF A LICENSED PERSON'S EVALUATION
5 MAY BE BASED ON COLLECTIVE MEASURES THAT ARE BASED ON THE
6 PERFORMANCE OF ALL STUDENTS ENROLLED AT A PARTICULAR GRADE
7 LEVEL WITHIN THE SCHOOL IN WHICH THE LICENSED PERSON IS EMPLOYED
8 OR THE PERFORMANCE OF ALL STUDENTS ENROLLED IN THE SCHOOL IN
9 WHICH THE LICENSED PERSON IS EMPLOYED, BUT A LICENSED PERSON'S
10 EVALUATION MUST NOT INCLUDE COLLECTIVE MEASURES THAT ARE BASED
11 ON THE PERFORMANCE OF STUDENTS WHO ARE NOT ENROLLED IN THE
12 SCHOOL IN WHICH THE LICENSED PERSON IS EMPLOYED; AND

13 (c) THE EVALUATION OF A LICENSED PERSON WHO HAS BEEN
14 EMPLOYED BY A SCHOOL DISTRICT OR BOARD OF COOPERATIVE SERVICES
15 FOR ONE SCHOOL YEAR OR LESS MUST NOT INCLUDE COLLECTIVE
16 MEASURES AND MUST NOT BE BASED ON STUDENT SCORES ON STATEWIDE
17 ASSESSMENTS.

18 **SECTION 3.** In Colorado Revised Statutes, 22-9-106, **amend** (1)
19 introductory portion, (1)(c) introductory portion, (1)(c)(II), (1)(d)
20 introductory portion, (1)(d)(V)(B), (1)(e)(II), (1)(f), (1.5)(a), (2.5)(b)(I),
21 (3), (4), (7) introductory portion, and (9); **repeal** (3.5)(b)(III); and **add**
22 (1)(e)(III) and (1)(e)(IV) as follows:

23 **22-9-106. Local boards of education - duties - performance**
24 **evaluation system - compliance - rules - repeal.** (1) All school districts
25 and boards of cooperative services that employ licensed personnel ~~as~~
26 ~~defined in section 22-9-103 (1.5)~~, shall adopt a written system to evaluate
27 the employment performance of school district and board of cooperative

1 services licensed personnel, including all teachers, principals, and
2 administrators, with the exception of licensed personnel employed by a
3 board of cooperative services for a period of six weeks or less. In
4 developing the licensed personnel performance evaluation system and any
5 amendments thereto, the local board and board of cooperative services
6 shall comply with ~~the provisions of~~ subsection (1.5) of this section and
7 shall consult with administrators, principals, and teachers employed
8 within the district or participating districts in a board of cooperative
9 services, parents, and the school district licensed personnel performance
10 evaluation council or the board of cooperative services personnel
11 performance evaluation council created pursuant to section 22-9-107. The
12 performance evaluation system ~~shall~~ MUST address all of the performance
13 standards established by rule of the state board and adopted by the general
14 assembly pursuant to section 22-9-105.5, and ~~shall~~ MUST contain, but
15 need not be limited to, the following information:

16 (c) The frequency and duration of the evaluations, which ~~shall~~
17 MUST be on a regular basis and of such frequency and duration as to
18 ensure the collection of a sufficient amount of data from which reliable
19 conclusions and findings may be drawn. At a minimum, the performance
20 evaluation system ~~shall~~ MUST ensure that:

21 (II) Nonprobationary teachers receive at least one observation
22 each ACADEMIC year and one evaluation that results in a written
23 evaluation report pursuant to subsection (3) of this section ~~every three~~
24 ~~years; except that, beginning with the 2012-13 academic year,~~
25 ~~nonprobationary teachers shall receive a written evaluation report~~
26 ~~pursuant to subsection (3) of this section~~ each academic year according
27 to the performance standards established by rule of the state board and

1 adopted by the general assembly pursuant to section 22-9-105.5.
2 Nonprobationary teachers ~~shall~~ MUST receive the written evaluation report
3 at least two weeks before the last class day of the school year.

4 (d) The purposes of the evaluation, which ~~shall~~ MUST include but
5 need not be limited to:

6 (V) (B) Measuring the level of effectiveness of all licensed
7 personnel within the school district. ~~This sub-subparagraph (B) shall take~~
8 ~~effect at such time as the performance evaluation system based on quality~~
9 ~~standards established pursuant to this section and the rules promulgated~~
10 ~~by the state board pursuant to section 22-9-105.5 has completed the initial~~
11 ~~phase of implementation and has been implemented statewide. The~~
12 ~~commissioner shall provide notice of such implementation to the revisor~~
13 ~~of statutes on or before July 1, 2014, and each July 1 thereafter until~~
14 ~~statewide implementation occurs.~~

15 (e) (II) The standards set by the local board for effective
16 performance for licensed personnel and the criteria to be used to
17 determine whether the performance of each licensed person meets ~~such~~
18 THE standards and other criteria for evaluation for each licensed personnel
19 position evaluated. One of the standards for measuring teacher
20 effectiveness ~~shall~~ MUST be directly related to classroom instruction and
21 ~~shall~~ MUST require that ~~at least fifty~~ THIRTY percent of the evaluation is
22 determined by the academic growth of the teacher's students. THE
23 REMAINDER OF THE EVALUATION MUST BE BASED ON ATTAINMENT OF THE
24 QUALITY STANDARDS. The district accountability committee shall provide
25 input and recommendations concerning the assessment tools used to
26 measure student academic growth as it relates to teacher evaluations. The
27 standards ~~shall~~ MUST include multiple measures of student performance

1 in conjunction with student growth expectations. For the purposes of
2 measuring effectiveness, expectations of student academic growth shall
3 MUST take into consideration diverse factors, including but not limited to
4 special education, student mobility, and classrooms with a student
5 population in which ninety-five percent meet the definition of high-risk
6 student as defined in section 22-7-604.5 (1.5). The performance
7 evaluation system shall MUST also ensure that the standards and criteria
8 are available in writing to all licensed personnel and are communicated
9 and discussed by the person being evaluated and the evaluator prior to
10 and during the course of the evaluation. This subparagraph (H) shall take
11 effect at such time as the performance evaluation system based on quality
12 standards established pursuant to this section and the rules promulgated
13 by the state board pursuant to section 22-9-105.5 has completed the initial
14 phase of implementation and has been implemented statewide. The
15 commissioner shall provide notice of such implementation to the revisor
16 of statutes on or before July 1, 2014, and each July 1 thereafter until
17 statewide implementation occurs.

18 (III) EXCEPT AS OTHERWISE PROVIDED IN SUBSECTION (1)(e)(IV)
19 OF THIS SECTION, FOR PERFORMANCE EVALUATIONS COMPLETED FOR THE
20 2023-24 SCHOOL YEAR AND SCHOOL YEARS THEREAFTER, UP TO TEN
21 PERCENT OF A LICENSED PERSON'S EVALUATION MAY BE BASED ON
22 COLLECTIVE MEASURES THAT ARE BASED ON THE PERFORMANCE OF ALL
23 STUDENTS ENROLLED AT A PARTICULAR GRADE LEVEL WITHIN THE SCHOOL
24 IN WHICH THE LICENSED PERSON IS EMPLOYED OR THE PERFORMANCE OF
25 ALL STUDENTS ENROLLED IN THE SCHOOL IN WHICH THE LICENSED PERSON
26 IS EMPLOYED, BUT A LICENSED PERSON'S EVALUATION MUST NOT INCLUDE
27 COLLECTIVE MEASURES THAT ARE BASED ON THE PERFORMANCE OF

1 STUDENTS WHO ARE NOT ENROLLED IN THE SCHOOL IN WHICH THE
2 LICENSED PERSON IS EMPLOYED.

3 (IV) FOR PERFORMANCE EVALUATIONS COMPLETED FOR THE
4 2023-24 SCHOOL YEAR AND SCHOOL YEARS THEREAFTER, THE
5 EVALUATION OF A LICENSED PERSON WHO HAS BEEN EMPLOYED BY A
6 SCHOOL DISTRICT OR BOARD OF COOPERATIVE SERVICES FOR ONE SCHOOL
7 YEAR OR LESS MUST NOT INCLUDE COLLECTIVE MEASURES AND MUST NOT
8 BE BASED ON STUDENT SCORES ON STATEWIDE ASSESSMENTS.

9 (f) The methods of evaluation, which ~~shall~~ MUST include, but ~~shall~~
10 ~~not be~~ ARE NOT limited to, direct observations by the evaluator and a
11 process of systematic data-gathering. SCHOOL DISTRICTS AND BOARDS OF
12 COOPERATIVE SERVICES ARE ENCOURAGED TO EXPERIMENT, WITH THE
13 AGREEMENT OF THEIR LICENSED PERSONNEL, WITH INNOVATIVE METHODS
14 OF OBSERVATION, WHICH MAY INCLUDE OBSERVATIONS BY MENTORS OR
15 TEACHING COACHES, PEERS, DEPARTMENT LEADERS, AND VIDEO OR
16 DIGITAL RECORDING.

17 (1.5) (a) A local board or board of cooperative services may adopt
18 the state model LICENSED PERSONNEL performance evaluation system
19 established by the rules promulgated by the state board pursuant to
20 section 22-9-105.5 or may develop its own local licensed personnel
21 evaluation system that complies with the requirements established
22 pursuant to this section and the rules promulgated by the state board. If
23 a school district or board of cooperative services develops its own local
24 licensed personnel evaluation system, the local board or board of
25 cooperative services or any interested party may submit to the department,
26 or the department may solicit and collect, data related to said personnel
27 evaluation system for review by the department.

1 (2.5) (b) (I) The council shall actively participate with the local
2 board in developing written standards for evaluation that clearly specify
3 performance standards and the quality standards and the criteria to be
4 used to determine whether the performance of each licensed person meets
5 such standards pursuant to ~~paragraph (e) of subsection (1)~~ SUBSECTION
6 (1)(e) of this section. ~~Except as provided in subparagraph (H) of this~~
7 ~~paragraph (b), this paragraph (b) takes effect at such time as the~~
8 ~~performance evaluation system based on quality standards established~~
9 ~~pursuant to this section and the rules promulgated by the state board~~
10 ~~pursuant to section 22-9-105.5 has completed the initial phase of~~
11 ~~implementation and has been implemented statewide. The commissioner~~
12 ~~shall provide notice of such implementation to the revisor of statutes on~~
13 ~~or before July 1, 2014, and each July 1 thereafter until statewide~~
14 ~~implementation occurs.~~

15 (3) (a) An evaluation report shall be issued upon the completion
16 of an evaluation made pursuant to this section and ~~shall~~ MUST:

17 ~~(a)~~ (I) Be in writing;

18 ~~(b)~~ (II) Contain a written improvement plan that ~~shall be~~ IS
19 specific as to what improvements, if any, are needed in the performance
20 of the licensed personnel and ~~shall clearly set~~ CLEARLY SETS forth
21 recommendations for improvements, including recommendations for
22 additional education and training during the ~~teacher's or the principal's~~
23 LICENSED PERSON'S license renewal process;

24 ~~(c)~~ (III) Be specific as to the strengths and weaknesses in the
25 performance of the individual being evaluated;

26 ~~(d)~~ (IV) Specifically identify when a direct observation was made;

27 ~~(e)~~ (V) Identify data sources;

1 (f) (VI) Be discussed and be signed by the evaluator and the
2 person being evaluated, each to receive a copy of the report. The
3 signature on the report of any person ~~shall not be construed to~~ DOES NOT
4 indicate agreement with the information contained in the report. If the
5 person being evaluated disagrees with any of the conclusions or
6 recommendations made in the evaluation report, the person may attach
7 any written explanation or other relevant documentation that the person
8 deems necessary.

9 (g) (VII) Be reviewed by a supervisor of the evaluator, whose
10 signature ~~shall~~ MUST also appear on said report.

11 (b) A SCHOOL DISTRICT OR BOARD OF COOPERATIVE SERVICES
12 SHALL COMPLETE THE WRITTEN EVALUATIONS FOR ALL LICENSED
13 PERSONNEL EMPLOYED BY THE SCHOOL DISTRICT OR BOARD OF
14 COOPERATIVE SERVICES AND SHALL REPORT, IN AGGREGATE, THE FINAL
15 PERFORMANCE RATINGS TO THE DEPARTMENT NO LATER THAN JUNE 30 OF
16 THE SCHOOL YEAR FOR WHICH THE EVALUATIONS ARE COMPLETED.

17 (3.5) (b) (III) ~~This paragraph (b) shall take effect at such time as
18 the performance evaluation system based on quality standards established
19 pursuant to this section and the rules promulgated by the state board
20 pursuant to section 22-9-105.5 has completed the initial phase of
21 implementation and has been implemented statewide. The commissioner
22 shall provide notice of such implementation to the revisor of statutes on
23 or before July 1, 2014, and each July 1 thereafter until statewide
24 implementation occurs.~~

25 (4) (a) Except as provided in ~~paragraph (b) of this subsection (4);~~
26 ~~no person shall~~ SUBSECTION (4)(b) OF THIS SECTION, A PERSON SHALL NOT
27 be responsible for the evaluation of licensed personnel unless the person

1 has a principal or administrator license issued pursuant to article 60.5 of
2 this ~~title~~ TITLE 22, or is a designee of a person with a principal or
3 administrator license, and has received education and training in
4 evaluation skills PROVIDED OR approved by the department ~~of education~~
5 that will enable ~~him or her~~ THE PERSON to make fair, professional, and
6 credible evaluations of the personnel whom ~~he or she~~ THE PERSON is
7 responsible for evaluating. ~~No person shall~~ PURSUANT TO SECTION
8 22-9-104(1.5), THE DEPARTMENT SHALL MAKE AVAILABLE AT NO COST TO
9 EACH SCHOOL DISTRICT AND BOARD OF COOPERATIVE SERVICES TRAINING
10 FOR PERSONS WHO ARE RESPONSIBLE FOR EVALUATING LICENSED
11 PERSONNEL. A PERSON SHALL NOT be issued a principal or administrator
12 license or have a principal or administrator license renewed unless the
13 state board determines that ~~such~~ THE person has received education and
14 training PROVIDED OR approved by the department. ~~of education.~~

15 (b) A local board of education ~~shall have the authority~~ IS
16 AUTHORIZED to evaluate the performance of the superintendent of the
17 school district. The responsibility for conducting the performance
18 evaluation of the superintendent ~~shall rest~~ RESTS exclusively with the
19 local board of education.

20 (c) EACH SCHOOL DISTRICT AND BOARD OF COOPERATIVE SERVICES
21 IS ENCOURAGED TO PROVIDE TRAINING TO MULTIPLE PERSONS TO SERVE
22 AS EVALUATORS TO ENABLE A LICENSED PERSON BEING EVALUATED TO
23 REQUEST AN ALTERNATIVE EVALUATOR.

24 (7) Every principal ~~shall~~ MUST be evaluated using multiple fair,
25 transparent, timely, rigorous, and valid methods. The recommendations
26 developed pursuant to this subsection (7) ~~shall~~ MUST require that ~~at least~~
27 ~~fifty~~ THIRTY percent of the evaluation is determined by the academic

1 growth of the students enrolled in the principal's school, AND THE
2 REMAINDER OF THE EVALUATION IS BASED ON THE PRINCIPAL'S
3 ATTAINMENT OF THE QUALITY STANDARDS. For principals, the quality
4 standards ~~shall~~ MUST include, but need not be limited to:

5 (9) (a) Notwithstanding any provision of this article 9 or any
6 provision of state board rule that implements this article 9 to the contrary:

7 (I) For the 2020-21 school year, evaluation ratings for licensed
8 personnel must not include consideration of student academic growth
9 measures or other student performance measures; AND

10 (II) FOR THE 2021-22 AND 2022-23 SCHOOL YEARS, EVALUATION
11 RATINGS FOR LICENSED PERSONNEL MUST NOT INCLUDE MEASURES OF
12 STUDENT ACADEMIC GROWTH DERIVED FROM THE COLORADO GROWTH
13 MODEL CREATED PURSUANT TO SECTION 22-11-202 OR CONSIDERATION OF
14 STUDENT ACADEMIC GROWTH OR PERFORMANCE BASED ON THE
15 PERFORMANCE PLAN TYPE IMPLEMENTED BY A SCHOOL DISTRICT OR A
16 BOARD OF COOPERATIVE SERVICES PURSUANT TO SECTION 22-11-208 OR
17 BY A SCHOOL PURSUANT TO SECTION 22-11-210.

18 (b) This subsection (9) is repealed, effective ~~July 1, 2022~~ JULY 1,
19 2024.

20 **SECTION 4. Safety clause.** The general assembly hereby finds,
21 determines, and declares that this act is necessary for the immediate
22 preservation of the public peace, health, or safety.