

Testimony in support of Senate Bill 22-070 - Kindergarten Through Twelfth Grade Licensed Personnel Performance Evaluations

Senate Education – February 10, 2022

- Good afternoon Madam Chair and members of the committee. I'm Leslie Colwell, I lead the Colorado Children's Campaign's work on K-12 issues, including our work around policies that support the growth and development of educators.
- I started my career as a 6th grade teacher, long enough ago that performance evaluation was a "check the box" system at the end of the school year – not one with any purpose connected to continuous improvement. I never had an administrator in my classroom to observe my teaching and provide feedback, and my impact on my students' learning had no official bearing on my performance, yet I received an effective rating at the end of each year.
- The Children's Campaign supported the passage of SB-191 when it passed in 2010 because we know that classroom teaching is a top in-school contributor to student achievement and success, and believe strongly that annual performance reviews can be a tool to drive the professional growth and development of our educator workforce.
- I want to thank Sen. Bridges for bringing this issue to our attention. After more than a decade of implementation, we support Senate Bill 70 because it makes reasonable changes that are aligned with research-based principles that have been incorporated into exemplar evaluation systems across the country and that are responsive to recommendations brought directly by educators in the TISPE process that Mark described.
- I would emphasize his points around how Senate Bill 70 picks up where the TISPE process left off. We are excited to see that this bill:
 - Streamlines and differentiates the process for consistently highly effective personnel and acknowledge educator accomplishments that can be incorporated into performance evaluation.
 - It encourages innovative methods of conducting observations, which could include the use of peer observation and debrief cycles, and also recognizes and supports the importance of quality training provided to anyone who serves as an evaluator. A KEY finding of TISPE was that trust between educators and their evaluators is CRITICAL.
 - And it addresses common educator frustrations with the system around the percentage of evaluation based on academic growth and collective measures, without scrapping these measures altogether.
- Thank you for your time and I'm happy to take any questions, though it's probably safer to ask Mark, who is the real expert on this panel.