

C.R.S. § 22-9-106 Local Board Duties Concerning Performance Evaluations
C.R.S. § 22-2-112(1)(q)(I) Commissioner-Duties

Rationale: The school leader of CCCS must have the ability to perform the evaluation of all personnel. Should any other designated administrator not have a principal or administrator license, this should not preclude him or her from administering the evaluations under the direction of the head of school. In accordance with state law, CCCS will be responsible for its own personnel matters. This includes the evaluation of its personnel. CCCS will be utilizing an innovative school model and teacher evaluation process. The BOD must also have the ability to perform the evaluation for the school leader. Due to the innovative school model, CCCS should not be required to report their teacher evaluation ratings as a part of the commissioner’s report as required by C.R.S. 22-2-112(1)(q)(I).

Replacement Plan: CCCS uses its own evaluation system as agreed to in the Charter School Agreement with the district and therefore should not be required to report their teacher evaluation data. CCCS’s evaluation system will continue to meet the intent of the law as outlined in statute. The methods used for CCCS’s evaluation system includes quality standards that are clear and relevant to the administrators’ and teachers’ roles and responsibilities, and have the goal of improving student academic growth, and meet the intent of the quality standards established in SB 10-191. CCCS will utilize an innovative teacher evaluation process and will utilize the data “in-house” to further teacher preparation and support. CCCS will evaluate its personnel pursuant to its adopted evaluation plan. Teacher performance data will be reviewed by the school and used to inform hiring practices and professional development. All evaluators will receive training in their school’s evaluation system. In addition, the evaluation data is used to inform professional development and employment decisions for teachers. Core course level participation will continue to be reported PURSUANT TO C.R.S. 22-11-503.5, as this is a non-waivable statute. The school will not be required to report data to meet state requirements, including, but not limited to, its teacher evaluation ratings, but will be required to report data to meet federal requirements, including, but not limited to, in-field/out-of-field teachers and years of experience.

Duration of Waivers: The waiver will extend for the duration of the contract.

Financial Impact: CCCS anticipates that the requested waiver will have no financial impact to either the district of CCCS.

How the Impact of the Waivers Will be Evaluated: The impact of the waiver will be measured by the same performance criteria and assessments that apply to the CCCS as set forth in the Charter Contract

Expected Outcome: With this Waiver, CCCS will be able to utilize our innovative teacher coaching and evaluation model and use the associated data to continually improve teaching outcomes. This will benefit staff members and students.