

A stylized human figure logo in shades of gray and white, set against a dark blue background. The figure has a circular head and two large, rounded arms. A bright blue light source is positioned at the center of the figure's torso, creating a lens flare effect that radiates outwards.

DCSD DISTRICT ACCOUNTABILITY COMMITTEE

CITE/LEAD OVERVIEW

Erica Mason
Director of Educator Effectiveness

Tuesday, January 10, 2017

Douglas County School District


Why CITE?

Senate Bill 10-191:

- All staff must be evaluated annually
- Requires that all teachers and principals be evaluated at least 50% on the academic growth of their students
- Changes non-probationary status from one that is earned based upon years of service to one that is earned based upon three consecutive years of demonstrated effectiveness
- Provides that non-probationary status shall be lost based upon two consecutive years of ineffectiveness

Source: [The Colorado State Model Educator Evaluation System: 2016-17 User's Guide](#)

Priorities of Educator Effectiveness

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- Human judgment
 - Embodiment of continuous improvement by monitoring
 - Providing credible and meaningful feedback
 - Collaborative Process

Source: [Supporting Improved Educator Evaluation - CDE](#)

CITE Focus Group 2016-2017



- Meets at least monthly
- Comprised of members from across the district
- 26 different rubrics
- Scope of Focus Group duties include:
 - provide varying perspectives from multiple buildings, positions, and instructional approaches
 - collaborate on priorities of the group
 - collaborate on revisions and creation of final products to be approved

Future 2017 Meeting Dates

January 11th

February 8th

February 22nd

March 8th

April 12th

April 26th

CITE Focus Group Priorities



“Big Rocks” were determined by CITE Focus Group:

- Training and/or Professional Development
- Clarification
- Technical Rubric Changes
- Other

... and then prioritized

- Focus on standards 4 (Culture and Climate) and 5 (Professionalism)
- Clarity
- Student Centered

*Changes must be approved/reviewed by School Leadership, Academic Cabinet, DAC, the Board of Education, and CDE

CITE REVISION TIMELINE PROCESS



Timeline of Educator Rubric Submission/Amendment - DCSD

Feb 7 - "Notice of Intent" to Change or add a Rubric to Director of CITE (Stakeholder involvement)

Apr 1 - Rubric changes submitted for state approval

May 1- Submission to DAC (If approved by AC)

Aug 1- Rollout for New School Year

Mar 15- Submission of Changes Due to Director of CITE and PK-12

Apr 15- Submission to Academic Cabinet


June 1- Submission to BOE (If Approved by DAC)

CITE Focus Groups will submit CITE changes for review by Academic Cabinet and DAC



- Standard 4-Culture and Climate
 - Addition of elements around classroom management
- Standard 5-Professionalism
- Work on revisions during the January 11th meeting

2017 REVISIONS & NEXT STEPS

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- In alignment with district priorities and curriculum decisions
 - Greater focus on Culture and Climate and Professionalism
 - Less prescriptive
 - Focus on “What” of teaching not the “How”
 - Clarity of language
 - More training opportunities
 - Alignment of remaining CITE rubrics and LEAD rubrics