



**Colorado  
Legislative  
Council  
Staff**

**SB16-105**

**FISCAL NOTE**

**FISCAL IMPACT:**  State  Local  Statutory Public Entity  Conditional  No Fiscal Impact

**Drafting Number:** LLS 16-0956 **Date:** February 12, 2016  
**Prime Sponsor(s):** Sen. Merrifield; Marble **Bill Status:** Senate Education  
**Fiscal Analyst:** Josh Abram (303-866-3561)

**BILL TOPIC:** ADJUSTMENTS TO EDUCATOR PERFORMANCE EVALUATION SYS

| Fiscal Impact Summary  | FY 2016-2017           | FY 2017-2018 |
|--|------------------------|--------------|
| <b>State Revenue</b>   |                        |              |
| <b>State Expenditures</b>  | <b><u>\$60,000</u></b> |              |
| General Fund   | 60,000                 |              |
| <b>Appropriation Required:</b> \$60,000 - Colorado Department of Education (FY2016-17) |                        |              |
| <b>Future Year Impacts:</b> None.  |                        |              |

**Summary of Legislation**

Under current law, every teacher and school principal must be evaluated using multiple fair, transparent, timely, rigorous, and valid methods. One of the standards for measuring educator effectiveness requires that at least 50 percent of the evaluation be determined by the academic growth of students.

This bill eliminates the requirement that school districts use the academic growth of students in the evaluation of licensed educators. If a school district chooses to use the academic growth of students in performance evaluations, it may count for no more than 20 percent of the evaluation. If a collective bargaining agreement does not exist in the district, then the school district's licensed personnel performance evaluation council is required to determine the percentage of student academic growth data used and to select assessment tools for the district to measure student academic growth to be used for teacher and principal evaluations.

Teachers and principals who currently have either an effective or highly effective rating may be exempted for up to three years from the requirement for annual performance evaluations.

**Background**

The CDE has created an online performance management system that many school districts, charter schools, and BOCES use to collect data and manage the evaluation process for educators. Currently, 131 districts, 12 BOCES and 6 charter schools use the state's model educator evaluation system, and at least 5 more districts are anticipated to join next year. The Colorado Performance Management System allows districts to implement the state's model performance evaluation for licensed educators and calculates the final evaluation ratings.

## **State Expenditures**

***The bill increases state expenditures by \$60,000 in FY 2016-17.*** Exempting teachers or principals that are effective or highly effective from the requirement of annual evaluation will require additional programming expenditures for the CDE. The system will need to either allow the rating to carry over from prior year(s) or allow for a new manual submission of a rating carry over. Reprogramming the performance management system will require 400 hours at \$150 per hour, for a one-time cost of \$60,000 in FY 2016-17.

The bill will also increase workload for the CDE to update existing guidance documents and other technical support to reflect changes to the student academic growth requirement. Workload includes rewriting approximately 15 guidance documents, information graphics, and fact sheets. This workload does not require additional appropriations.

## **School District Impact**

The bill does not significantly impact school district costs. All licensed educators will still be evaluated. School districts, charter schools, and BOCES are not required to eliminate the use of student academic growth in their local evaluation systems, and may choose not to. For school districts that change their evaluation systems, there will be a workload and expenditure savings from eliminating the need to collect, calculate, and report teacher data attributable to student academic growth for every licensed teacher and principal. Other workload reductions are anticipated by eliminating the need to evaluate effective and highly effective teachers annually.

Under current law, school districts and Boards of Cooperative Educational Services (BOCES) may submit a separate estimate of fiscal impacts within seven days of a bill's introduction. Estimates submitted by districts or BOCES for this bill can be found on the Legislative Council website at this address: <http://1.usa.gov/23AxLIT>

## **Effective Date**

The bill takes effect upon signature of the Governor, or upon becoming law without his signature.

## **State Appropriations**

For FY 2016-17, this bill requires a General Fund appropriation of \$60,000 to the Colorado Department of Education.

## **State and Local Government Contacts**

Education      Law