



## Fiscal Note

### Legislative Council Staff

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## HB 26-1291: EDUCATOR PERFORMANCE EVALUATIONS

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**Prime Sponsors:**

Rep. Hamrick; Goldstein  
Sen. Kolker

**Fiscal Analyst:**

Josh Abram, 303-866-3561  
josh.abram@coleg.gov

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### Summary Information

**Overview.** The bill reduces the frequency of performance evaluations of public school teachers.

**Types of impacts.** The bill is projected to affect the following areas on an ongoing basis:

- State Expenditures
- School Districts

**Appropriations.** For FY 2026-27, the bill requires an appropriation of \$528,200 to the Colorado Department of Education.

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**Table 1**  
**State Fiscal Impacts**

<b>Type of Impact</b>	<b>Budget Year FY 2026-27</b>	<b>Out Year FY 2027-28</b>
State Revenue	\$0	\$0
State Expenditures (General Fund)	\$528,200	\$48,200
Transferred Funds	\$0	\$0
Change in TABOR Refunds	\$0	\$0
Change in State FTE	0.0 FTE	0.0 FTE

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## Summary of Legislation

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Under current law, professional educators in public schools are required to receive one observation and one evaluation annually. This bill requires that teachers receive at least one documented observation and one evaluation resulting in a written report at least once every three academic years. For a teacher who receives a less than effective rating, the bill requires that the local education providers (LEPs) conduct at least one documented observation and one evaluation that results in a written evaluation report in the following academic year.

## Background

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The Colorado Department of Education (CDE) is responsible for creating the state model for educator evaluation standards, and corresponding resources to support LEPs achieve accurate compliance. The CDE maintains an educator performance management tool that is aligned with the state model for educator evaluations and is widely used by LEPs to manage local performance evaluations.

## State Expenditures

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The bill increases state expenditures in the Colorado Department of Education by \$528,000 in FY 2026-27, and by \$48,200 in FY 2027-28 and future years, paid from the General Fund. Costs are shown in Table 2 below and discussed below.

**Table 2**  
**State Expenditures**  
**Department of Education**

<b>Department</b>	<b>Budget Year FY 2026-27</b>	<b>Out Year FY 2027-28</b>
COPMS Modifications and Maintenance	\$480,000	\$48,200
Data Collection Modifications	\$48,200	\$0
<b>Total Costs</b>	<b>\$528,200</b>	<b>\$48,200</b>

The CDE must modify the Colorado Performance Management System (COPMS) to realign the system with the reduced frequency of performance evaluations conducted by LEPs. The vendor estimate of these software and reporting changes is \$480,000 in FY 2026-27, and \$48,200 beginning in FY 2027-28 for hosting and maintenance.

Additionally, LEPs must submit evaluation reporting to CDE for every employed educator. The fiscal note assumes that LEPs will only submit educator evaluation data in the year in which a new evaluation is completed, rather than annually. Modifying the collection schedule creates costs for CDE to modify validation processes, add data fields, create new verification reports and modify data tables. This effort is estimated to cost \$48,200 in FY 2026-27 only.

## School District

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Schools and districts will have administrative cost savings from conducting fewer performance evaluations of teachers. Savings will vary by district.

## Effective Date

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The bill takes effect 90 days following adjournment of the General Assembly sine die, assuming no referendum petition is filed.

## State Appropriations

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For FY 2026-27, the bill requires a General Fund appropriation of \$528,200 to the Colorado Department of Education.

## State and Local Government Contacts

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Education