



COLORADO STATE BOARD *of* EDUCATION

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August 28, 2013

House and Senate Education Committees
Colorado State Capitol
200 E. Colfax Ave
Denver, CO 80203

Dear Honorable Members of the House and Senate Education Committees:

This letter and the attached summary are submitted pursuant to 22-2-106(1) (b.5) Colorado Revised Statutes, which states:

“(1) It is the duty of the state board: To review and evaluate annually the job performance of the commissioner of education using procedures and criteria determined by the state board. The Procedures and criteria shall include, at a minimum, consideration of the comments and opinions of school district superintendents and school board members regarding the commissioner’s job performance. The state board shall report the results of its evaluation to the education committees of the house of representatives and senate, or any successor committees.”

22-2-110(5) Colorado Revised Statutes further states:

“(5) The state board shall annually review and evaluate the job performance of the commissioner, as provided in section 22-2-106(b.5), and report the results of its evaluation to the public and the education committees of the house of representatives and senate, or any successor committees.”

In June 2013, Commissioner Hammond completed his second year of service to Colorado as Commissioner of the Colorado Department of Education. At the August 14, 2013 state board meeting, the state board conducted an evaluation of Commissioner Hammond as commissioner of education.

The state board is unanimous in its conclusions regarding Commissioner Hammond’s performance over the past year.

Under his leadership the Department is working effectively and efficiently on targeted initiatives such as expanded learning opportunities, educator effectiveness, accountability and support, implementing the READ Act, increasing the Department’s outreach to rural districts, and meeting the needs of Turnaround and Priority Improvement Districts. Additionally, the Commissioner has worked collaboratively with legislators, state and community leaders, educational organizations and non-profit entities towards implementing

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4th Congressional District

Debora Scheffel
6th Congressional District

Angelika Schroeder
2nd Congressional District



COLORADO DEPARTMENT *of* EDUCATION

education reforms in Colorado so as to improve every child's access to quality educational opportunities.

To that end, we are pleased that the Commissioner was invited to participate and is participating in the Global Education Leadership Program. GELP is a non-profit community of key education system leaders, policy-makers, and consultants representing 10 countries and 5 continents collaborating to transform education in order to equip every learner with the skills, expertise, and knowledge to thrive in the 21st century.

In addition, pursuant to statute, the state board sought confidential input from Colorado's superintendents and local school board members on the commissioner's performance over the past year. Respondents were asked to choose between "strongly agree, agree, neither disagree or agree, disagree, strongly disagree" and were provided an opportunity for additional comments regarding each question or any other comment the recipient wished to submit. The 62 responses received were remarkably favorable. Below is a list of all questions and the percentages of the responses, as well as some notable comments.

1. Commissioner Hammond understands the unique needs of rural, urban and suburban school systems and has supported rural, urban and suburban school systems in their efforts to graduate students and prepare them for success locally, nationally, and globally. 77.4% strongly agree or agree.

"Robert is a very good listener and responds in a timely manner."

"The Commissioner has done a good job of balancing the diversity of the state."

"Commissioner Hammond is strongly connected with the West Slope superintendents and districts. His understanding of our diverse student needs from rural to urban is reflected in the strong support the department gives our districts."

"Very attentive, listens, clarifies."

"He also verbally expresses an interest in rural schools, and shows he cares by attending rural education events."

2. Commissioner Hammond effectively communicates, listens, builds and strengthens the working relationships among all education stakeholders in Colorado including parents, teachers, local school districts, the early childhood education community and the higher education system and he is an effective spokesperson for strategic education initiatives in the State. 80.6% strongly agree or agree

"Robert is very positive and proactive."

"Commissioner Hammond is very genuine and sincere. He represents CDE with integrity. This has not always been the case, in my opinion, with other Commissioners."

"He is accessible, He listens. He strongly communicates the CDE message."

"Yes, excellent best I have seen for 40 years at CDE"

3. Commissioner Hammond has successfully established a 21st Century vision for public education in Colorado and has demonstrated a capacity to develop

new strategies for educating all students in the state, with a focus on measurable outcomes. 69.4% strongly agree or agree

"Very evident that CDE is moving forward with standards, assessments, teacher effectiveness."

"He is working hard to implement Colorado's vision, but is being forced to do so with inadequate resources."

"The engagement with GELP is very supportive of 21st century vision. It is great that our SEA is able to participate in an opportunity like that."

4. Commissioner Hammond has demonstrated his support for school choice, his understanding of cutting edge innovations and reforms, and the use of data to inform best practices. 78.4% strongly agree or agree

"Commissioner Hammond has been very supportive of choice and innovation in all of his work with our office."

5. Commissioner Hammond has demonstrated an expertise in school finance and funding, including current realities and trends in school funding and a willingness to engage in finding alternative models for funding public education. 68.9% strongly agree or agree

"He understands school finance from his background and monitors it closely from state!!!"

"The Legacy partnership is a model for the entire country."

6. Commissioner Hammond has provided transformative leadership regarding education reforms such as standards, assessments, accountability and support, and teacher and principal effectiveness. 77.4% strongly agree or agree

"I appreciate his willingness to attend summer symposiums and supt. meetings."

"Yes exhibits servant leadership qualities and situational leadership strong leader!!!"

"The department under Robert's leadership is doing amazing things in this area with the limited resources they have been given."

"We are a pilot district for SB191 and we have received tremendous support from CDE."

7. Commissioner Hammond has worked collaboratively and effectively with other branches of government, including the Governor, the State Legislature, and the U.S. Department of Education. 62.9% strongly agree or agree

"Very collaborative leader. Open to ideas and suggestions. Follow thru is quick."

8. Commissioner Hammond has represented Colorado well in his participation on national boards, panels and other forums where he has appeared in his official capacity. 62.9% strongly agree or agree

"When we participate in national conversations, people know about and are interested in our work and familiar with Commissioner Hammond and his leadership of these efforts."

"I understand he is participating in a global initiative and travels out of the country as needed."

9. Commissioner Hammond is an effective administrator with the skill to hire and delegate competent staff and manage Department of Education resources for support, compliance, and results. 82.3% strongly agree or agree

"I have found the staff to be very responsive and professional."

"I don't know how he and the executive team have done so much to improve operations at CDE without any real staffing toward that effort. It would be great to see what he and his team could do with a COO."

"He runs a tight ship, expects excellence, and is getting the job done."

10. Over the past year, Commissioner Hammond has improved the relationship between CDE and school districts and service and support from CDE has improved. 80.6% strongly agree or agree

"His support of and for RURAL Colorado has been revitalizing and should be shared with others around the state."

"Very strongly agree!!! He has turned CDE into the service organization it should be!!!"

"CDE has done a good job of being responsive to needs in the field."

"Over the past 3 years, the service and support increase has been incredibly evident!! In the past year, since it was already at a high degree of support, it's difficult to increase it much more. Although the Standards support program (Formerly model curriculum?) is an extremely strong indicator of response to needs in the field."

11. Commissioner Hammond has demonstrated personal and professional integrity in the administration of public education. 88.7 % strongly agree or agree

"Com. Hammond is the right person to be leading education in Colorado, He has the knowledge, experience and compassion for the position."

"Robert Hammond is an incredibly caring, ethical man with the highest degree of integrity. I am proud to serve as superintendent of one of his 178 school districts, based on his leadership."

"Absolutely a leader of integrity honest trustworthy, dependable and committed to children p-12."

Based on these responses as well as first-hand knowledge of the commissioner's work, the board unanimously agreed that the commissioner has done an outstanding job this past year. The state board supports the commissioner's initiatives and strategies, and is confident in the coming year that he will advance the bold objectives he has set for the Department of Education and Colorado's educators and students.

Very Truly Yours,

A handwritten signature in black ink, appearing to read 'Paul Lundeen', written over a horizontal line.

Paul Lundeen
Chairman

On Behalf of the State Board of Education