



COLORADO

State Board of Education

201 East Colfax Avenue
Denver, CO 80203-1799

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

December 20, 2017

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 December 2017, Commissioner Anthes will complete her first full year of service to Colorado as commissioner of education. At the October 12, 2017 state board meeting, the state board conducted an evaluation of

Angelika Schroeder
Chairwoman
2nd Congressional District

Joyce Rankin
Vice-Chairwoman
3rd Congressional District

Steve Durham
5th Congressional District

Val Flores
1st Congressional District

Jane Goff
7th Congressional District

Pam Mazanec
4th Congressional District

Rebecca McClellan
6th Congressional District



Commissioner Anthes as commissioner of education. The state board is unanimous in its conclusions regarding Commissioner Anthes' performance over the past year.

The commissioner has accomplished a remarkable amount of work in a very short time. Under her leadership, the Department has worked effectively and efficiently on targeted initiatives such as executing the statewide development of the federal Every Student Succeeds Act plan, coordinating and completing the first round of accountability clock hearings, ensuring a successful selection and procurement process for the state assessment system, launching the academic standards review process, and building the CDE performance plan. Additionally, the commissioner has worked collaboratively with legislators, state and community leaders, educational organizations and non-profit entities toward implementing 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 has been asked to serve and co-chair the Education Leadership Council. The council has been tasked with developing a strategic plan to drive improvements to Colorado's P-20 educational system in alignment with our workforce system.

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 agree nor disagree, disagree, strongly disagree" and were provided an opportunity for additional comments regarding each question or any other comment the recipient wished to submit. The 110 responses received were largely favorable. Below is a list of all questions and the percentages of the responses, as well as some notable comments.

- 1. Commissioner Anthes understands the diverse needs of rural, urban, and suburban school districts and, she, along with her staff, are actively working to support the varied needs of school districts across the state in their efforts to focus on measurable outcomes for students and to graduate all students prepared for postsecondary and workforce success. 78.7% strongly agree or agree.**

"I strongly agree that Commissioner Anthes and staff are ACTIVELY working to support all schools and district. It is a large challenge."



“This is a broad area that takes a substantial amount of time to fully master. Katy is well on her way as she regularly expands her time in the field, works diligently to understand the unique situations and circumstances that exist across the state and finds opportunities to address both the implementation and importance of Grad Guidelines, PWR standards and options for students beyond the K12 experience.”

“Commissioner Anthes has gone out of her way and truly extended herself to school districts of all size. I really appreciate her efforts for the smaller school districts.”

“She takes the time to listen and asks great questions. She understands the diversity in the state and works hard to help get the resources each district needs to keep kids the number one priority.”

2. Commissioner Anthes has been an effective leader of education in the state over the last year; she listens well and works to strengthen the collaborative relationships among education stakeholders in Colorado. 79.82% strongly agree or agree.

“She is a good listener who engages in a thoughtful two-way dialogue with superintendents.”

“Communication is one of Katy's strongest traits. Equally significant, her authentic approach to individuals, situations and topics allows others to speak their truth as well. This has created an open forum for the many stakeholders in education, increasing the possibilities we all have to make a powerful impact in the field and beyond.”

“I appreciate Commissioner Anthes consistent approach to finding collaborative solutions and her desire to avoid creating adversarial relationships.”

“I am very pleased with her work and approach.”

“This is her strength and needed in our state at this time.”

3. Commissioner Anthes demonstrates leadership in her ability and understanding to implement state education policies at the state level and support districts in implementing them at the district level. 78.90% strongly agree or agree.

“I believe as Commissioner is coming up to speed on all the various policies.”

“Very very happy with her style and approach.”

“As policies continue to change she is demonstrating that she is able to support districts from the state level.”



- 4. Commissioner Anthes listens to diverse opinions and tries to find appropriate solutions within the structure of her position and authority. 79.63% strongly agree or agree.**

"She is an exceptionally thoughtful problem solver who is very collaborative and works with little ego and great integrity."

"Commissioner Anthes excels at all of the measurements listed in this survey, but this area, in particular, is one in which she is particularly effective. Her leadership approach emphasizes listening and looking for solutions on common ground, and this is especially important in the education arena today."

"Our state is so varied that this is critical to be successful and thus far she is involved!"

"The Commissioner expresses genuine concern, passion and enthusiasm for improving education. I hope she continues to reach out to those in the field for ideas and opinions."

- 5. Commissioner Anthes has demonstrated leadership in her participation on local, state, and national boards, panels, and other forums and in meeting with local district leaders where she has appeared in her official capacity. 75.95% strongly agree or agree.**

"Katy visited our local SAC group and this was really appreciated that she would take the time and energy to listen to the superintendents and the rural voice."

"In all of the settings that I have been in with her, she always demonstrates leadership!"

"The amount of contact that she has had with people around the state is amazing. She is a dynamo!"

- 6. Commissioner Anthes is an effective administrator and has hired and or retained competent staff and manages the Department of Education's resources for support to the field while still ensuring policy implementation, and works to achieve measurable student outcomes. 72.48% strongly agreed or agreed.**

"I believe Commissioner Anthes came in to CDE with many positions to fill which was a challenge. She has done well to meet that challenge."

"I have found CDE employees to be competent and immediately responsive to needs."

- 7. Commissioner Anthes and her staff have worked to improve the relationship between CDE and school districts resulting in improved service and support for districts; CDE's service and support for districts has improved. 74.04% strongly agree or agree.**



"I could not ask for better support from CDE for our district."

"The past year has been a significant improvement!!"

"She has led CDE to be a super positive, supportive, quick acting organization that goes the extra mile to support our small rural districts."

- 8. Commissioner Anthes has demonstrated personal and professional integrity, is committed to department transparency and accountability, and has a passion for educating all students. 83.33% strongly agree or agree.**

"I can't compliment the Commissioner enough on her demonstrated skills in this area."

"Compassionate and empathetic, Katy aspires to represent all of Colorado's students as Commissioner. While her own background is one of affluence and privilege, she is keenly aware that most of our K12 students do not share her experience and seeks way to ensure her efforts are beneficial to a broader audience. She is a champion for the underserved portion of our students, and believes it is our charge to amplify the voices of those too often ignored. "

"I know that I can trust her."

- 9. Commissioner Anthes has demonstrated leadership and competence in her ability to lead the creation and submission of the federal ESSA plan. 75.92% strongly agree or agree.**

"I was a part of the HUB committee and witnessed this first hand."

"Commissioner Anthe's listening tours were a great idea to gather input in order to put together a timely comprehensive plan."

"Really enjoyed working with her during the ESSA summit last year - she clearly wants to gather input from a variety of stakeholders."

"Whether or not I agree with the ESSA Plan submitted, Dr. Anthes has demonstrated this throughout the process."

- 10. Commissioner Anthes has done a good job of leading the department and districts through the requirements of the turnaround and accountability law. 70.64% strongly agree or agree.**



“Katy has made a concerted effort to understand, visit and truly invest time in grasping the complex, multi-faceted situations that find schools and districts at the end of the accountability clock. She has approached this with an open mind and purposed to find solutions and methods of moving these entities forward as opposed to simply reminding them of their extended failures.”

“This has been an extremely challenging area for CDE and Commissioner Anthes to navigate, but they have done a great job. Moving forward, we would support CDE in making more aggressive proposals and decisions which would provide more options for students in struggling districts and schools.”

“As I am new to the position- I can honestly say that the way I am comfortable reporting on this survey as 'Agree' is that the CDE representatives have proven to be supportive and great to work with. I have not heard any disparaging or negative remarks in regards to Commissioner Anthes and I appreciate the fact she was at the New Superintendents Orientation as a pre-conference to CASE this year. She was easy to talk with and she was engaged- when she had a million other things to do. I value that. I look forward to working with her in the future.”

“Commissioner Anthes is very attentive to the needs of school districts, but also hold the line on accountability for all kids learning. She is a highly effective leader in the educational landscape of Colorado and I appreciate her thinking and willingness to listen.”

Based on these responses as well as first-hand knowledge of the commissioner's work, the board unanimously agrees that the commissioner has done an exceptional job this past year. The state board fully supports Commissioner Anthes' initiatives and strategies, and is confident in the coming year that she will further the ambitious goals she has set for the Department of Education and Colorado's educators and students.

Very Truly Yours,



Angelika Schroeder
Board Chair
On behalf of the State Board of Education

