



**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 3, 2018

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 2018, Commissioner Anthes will complete her second full year of service to Colorado as commissioner of education. At the October 11, 2018, state board meeting, the state board conducted an evaluation

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

The commissioner has accomplished a remarkable amount of work this past year. Under her leadership, the Department worked effectively and efficiently on the revision of the Colorado Academic Standards as required by the Colorado Achievement Plan for Kids. To ensure an inclusive process, a comprehensive and completely open online feedback tool was created for the public. This allowed community members, families, parents, stakeholder groups and educators to have a voice in the revision process. Additionally, the commissioner secured the U.S. Department of Education's approval of Colorado's plan as required by the federal Every Student Succeeds Act. Also, we saw a dramatic reduction in schools and districts reaching the end of the accountability clock thanks largely to the support provided by CDE staff. Innovation is also flourishing in the state thanks to the commissioner's approach to supporting districts. The commissioner continues to visit schools and districts that are on the clock to offer support as well as high performing districts to learn from their accomplishments.

Other accomplishments of the commissioner include the following:

- Working collaboratively with districts, educators, stakeholders and legislators to strengthen the accountability process through revisions to our state's accountability laws,
- Advancing the state board's legislative priority to secure funding from the legislature to expand professional development in computer science for teachers.
- Collaborating with the Department of Higher Education, districts, advocates and others in working with the legislature to address the teacher shortage. This is a great area of interest for the commissioner.

Last year the commissioner was asked to serve as co-chair of the Education Leadership Council. The commissioner spent substantial time guiding the process, meeting with stakeholders and hosting roundtables regarding the future of Colorado's education system and the pillars it should be driving toward. Currently, the committee is drafting a report to be released in December that will provide a guide for meaningful dialogue about the issues and may serve as a framework for creating proactive policies moving forward.

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 112 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. 78.57% strongly agree or agree.**

*“I appreciate the fact that she attends the Dual Role meeting at CASE and attended the Rural Summit. She seems to understand that “one-size” does not fit all.”*

*“Under her direction, Colorado and our schools have forged a partnership focused on student achievement and best educational practices.”*

*“I have watched Commissioner Anthes do a great job of working with the largest districts in the state, while making significant inroads in helping rural schools.”*

*“Has proven to be exceptionally responsive and proactive.”*

- 2. Commissioner Anthes has been an effective leader of education in the state over the past two years; she listens well and works to strengthen the collaborative relationships among education stakeholders in Colorado. 83.04% strongly agree or agree.**

*“Katy is the most supportive commissioner I have ever experienced as a superintendent!”*

*“She demonstrates a willingness to visit, assess, and generate improvement strategies for Colorado school districts.”*

*“She is trying very hard to provide a listening ear and solutions for all situations.”*

*“The commissioner is a quality person and professional, providing Colorado steady and reasonable leadership. This is exactly what we need. Hang on to her.”*

- 3. Commissioner Anthes demonstrates leadership in implementing education policies at the state level and supports districts in implementing them at the district level. 79.28% strongly agree or agree.**



“She is fair, honest, and dedicated to the success of all students!”

“She has a good understanding of how policies look in various school districts sizes, if not, she is willing to ask and seek opinions.”

“Has created a culture of support and resources at CDE.”

- 4. Commissioner Anthes listens to diverse opinions and tries to find appropriate solutions within the structure of her position and authority. 81.25% strongly agree or agree.**

*“She is a strong and compassionate leader.”*

*“Presentations show willingness to listen, to problem-solve and to respect perspectives.”*

*“Knowing a diverse state will have unique educational challenges, Commissioner Anthes rejects a cookie-cutter approach to local district academic challenges. In this way, Colorado champions improvement.”*

- 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. 75.68% strongly agree or agree.**

*“Commissioner Anthes is highly respected with the school district superintendents and BOCES directors. They appreciate her approachability and willingness to listen and consider what CDE can do to assist them in their work.”*

*“The commissioner is recognized nationally as a leader in education reform, policy and national issues.”*

*“In capitalizing on opportunities to engage school boards and leadership in local, state and national gatherings, she makes the bridge between state expectations of school improvement and state support for improvement seamless.”*

- 6. Commissioner Anthes is an effective administrator and has hired and/or retained competent staff. 75% strongly agreed or agreed.**

*“Commissioner Anthes’ team is strong and her hires continue to be thoughtful and effective.”*



*"I have had one on one exchanges in person with some of her staff. Very professional and personable, just like she is."*

*"CDE staff is professional, competent and obviously directed to support local needs."*

**7. Commissioner Anthes manages the Department of Education's resources for support to the field to ensure policy implementation and measurable student outcomes.**

*78.38% strongly agree or agree.*

*"Continued outreach to rural districts with John Condie, Jhon Penn and Denille LePlatt are wise and effective."*

*"No one meets with her staff or with the commissioner without a clear appreciation of the educational purpose of the commission. The passion and high expectations of the commissioner are a key ingredient in her ability to improve school performance in Colorado. We have a rare talent in the commissioner, and are fortunate that she dedicates her skills to Colorado students!"*

**8. Under Commissioner Anthes' leadership, CDE's service and support for districts have improved. 74.8% strongly agree or agree.**

*"Commissioner Anthes has supported, encouraged and set high expectations for districts."*

*"CDE staff under Commissioner Anthes provide exceptional service and support!"*

*"Very strong district support from all CDE personnel I have encountered. I believe Dr. Anthes sets the tone for the entire Department."*

**9. Commissioner Anthes has demonstrated personal and professional integrity, is committed to Department transparency and accountability, and has a passion for educating all students. 90.09% strongly agree or agree.**

*"This is obvious from the get go with her."*

*"I am a new superintendent and I have seen Anthes at 3 events; she's highly visible. What impressed me most was that she spent 15 [minutes] of her schedule to chat with me about Colorado legislation and how to best navigate CDE."*

*"There is no doubt that we are entrusting the improvement of our schools, and the enrichment of the lives of Colorado children to the right person, in Commissioner Anthes."*



*“Friendly, open and compassionate.”*

- 10. Commissioner Anthes and her staff have provided transparent communications and leadership on initiatives such as the review and revision of the Colorado Academic Standards and rulemaking to ensure educators are prepared to support the needs of English language learners. 78.57% strongly agree or agree.**

*“Another strength of CDE and the commissioner, continual biannual review, so that these learners are not left behind.”*

*“Communication has increased under Commissioner Anthes’ leadership.”*

*“Commissioner Anthes and her staff work very hard to keep every school and district in the loop regarding implementation of EL rules, professional development and educational initiatives.”*

- 11. Commissioner Anthes has improved the Department’s relationship with teachers by reaching out to teachers through The SPARK newsletter and giving them a voice in policy implementation through the Commissioner’s Teacher Cabinet. 68.81% strongly agree or agree**

*“I appreciate Commissioner Anthes’ outreach directly to teachers.”*

*“Local district leaders know change, awareness, and improvement is effected through our best teachers and their best prep. The state has improved personal opinions and perspectives of teachers toward the commission. It is hard work, but teachers are seeing Colorado as a resource to improving their work in the classroom.”*

- 12. Commissioner Anthes has done a good job of creating a new CDE strategic plan that aligns with and supports districts’ priorities. 68.47% strongly agree or agree.**

*“She is a remarkable leader. We are fortunate to have her leadership in Colorado. The commissioner and her staff work endless hours and are tireless in their efforts. Amazing, really.”*

*“I love working with her!”*

*“The commissioner’s greatest strength is her listening and seeking to understand how statewide decisions impact local districts.”*

*“Commissioner Anthes has improved the overall image, performance, and relevance of CDE. She has inspired optimism and confidence in the agency across administrators, teachers and legislators.”*



*“As a school board member, I value the commissioner’s solid, limitless encouragement and resourcefulness in sharing our responsibility to see our priorities directly translate to student academic performance.”*

*“As a superintendent, Commissioner Anthes is a tremendous asset. Her energy and enthusiasm for improving outcomes for Colorado students is her greatest strength.”*

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 that she will further the ambitious goals she has set for the Department of Education and Colorado’s educators and students in the coming year.

Very Truly Yours,



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Angelika Schroeder, Chairwoman  
On behalf of the State Board of Education

