



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 17, 2019

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 2019, Commissioner Anthes will complete her third full year of service to Colorado as commissioner of education. At its October 10, 2019, board meeting, the state board conducted an evaluation

Angelika Schroeder
Chairwoman
2nd Congressional District

Steve Durham
Vice-Chair
5th Congressional District

Val Flores
1st Congressional District

Jane Goff
7th Congressional District

Joyce Rankin
3rd Congressional District

Debora Scheffel
4th Congressional District

Rebecca McClellan
6th Congressional District



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

The commissioner has accomplished a remarkable amount of work this past year. Under her leadership, the Colorado Department of Education worked effectively and efficiently on the following:

- Legislative changes including-READ Act revisions, new concurrent enrollment requirements, a host of new grant programs and all-day kindergarten.
- Support for turnaround and priority improvement districts and schools.
- Collaborating with districts, educators, stakeholders and legislators to strengthen the accountability process through revisions to our state's cut points on the performance frameworks.
- Building relationships with Governor Polis, his team and new cabinet members.
- Developing principal leadership, expanding effective practices for early literacy, increasing meaningful parent and family engagement, and expanding access to high quality career and technical education, including apprenticeships, internships and work-based learning opportunities.
- Updating internal organizational policies and procedures, internal management and staff professional development.

The commissioner has made it a priority to connect with superintendents, principals and teachers. Commissioner Anthes actively works with multiple advisory councils, including the Commissioner's Superintendent Advisory Council, the Commissioner's Teacher Cabinet and the Commissioner's Rural Council. She also hosts monthly meetings of education organizations and advocacy groups, so she can hear firsthand the concerns and questions of educators. Additionally, she serves as the co-chair of the Education Leadership Council. The commissioner continues to visit schools and districts that are on the accountability clock to offer support, and visits high performing districts to learn from their accomplishments.

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 66 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. 90.91% strongly agree or agree.**

“Katy is an active listener and tries to balance the diverse needs of schools across the state.”

“She clearly has the plight of rural schools as her focus. Most commissioners could really care less about districts outside the largest 15 districts. She is different and really cares about the other 120 small and rural districts...How refreshing for Colorado, our students, and our staff.”

“Ms. Anthes has taken time to meet with rural educators and with dual role superintendents to understand rural needs. She understands that one size doesn't fit all.”

“She has worked hard in making time to be with the rural superintendents and listen to their unique needs.”

- 2. Commissioner Anthes has been an effective leader of education in the state over the past three years; she listens well and works to strengthen the collaborative relationships among education stakeholders in Colorado. 90.91% strongly agree or agree.**

“Commissioner Anthes is an effective leader and listens to all stakeholders. She makes concerted efforts to strengthen collaborative relationships with all education stakeholders.”

“She is the most approachable and genuine commissioner that I have had the opportunity to work with over the years.”

“She is an active listener to everyone at the table. Her council meetings allow the time for feedback and guidance which I believe she truly values (input) and use to create a better educational system for Colorado.”

- 3. Commissioner Anthes demonstrates leadership in implementing education policies at the state level and supports districts in implementing them at the district level. 84.84% strongly agree or agree.**



“Her tenure has been the best in my 24 years as an educator in Colorado. She has a thankless job and does it with grace, confidence and humility.”

“I appreciate the manner in which Dr. Anthes provides services. She is service-oriented. She teaches her staff to be service-oriented. Despite the pressures otherwise, I hope she continues to be service-oriented.”

“She is a person who truly understands policy. She then tries to warn of the unintended consequences of rash policy decisions.”

- 4. Commissioner Anthes listens to diverse opinions and tries to find appropriate solutions within the structure of her position and authority. 89.39% strongly agree or agree.**

“She always listens and tries to make sure all voices are heard.”

“Commissioner Anthes listens and tries to find solutions to help districts. She is very visible in education circles and meets with superintendents and leaders often.”

- 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. 86.36% strongly agree or agree.**

“The Commissioner has a strong and positive presence throughout the state and on the national level.”

“Commissioner Anthes has been very accessible and visible at state, district and other meetings. I am impressed with her dedication and support.”

- 6. Commissioner Anthes is an effective administrator and has hired and/or retained competent staff. 75.38% strongly agree or agreed.**

“All the staff members that I have had contact with have been helpful and very professional.”



- 7. Under Commissioner Anthes' leadership, CDE's service and support for districts have improved 80.30% strongly agree or agree.**

"CDE has a much more supportive stance than under previous leadership."

"I think it is a difficult job leading such a big organization that has a huge role in the education of the children of this state but she is definitely making improvements."

- 8. Commissioner Anthes has demonstrated personal and professional integrity, is committed to department transparency and accountability, and has a passion for educating all students. 89.4% strongly agree or agree.**

"The Commissioner has a very high level of integrity and transparency."

"Commissioner Anthes always handles herself professionally and holds employees accountable. She is transparent with her knowledge and is not afraid to say she isn't sure about something and get back with a superintendent or employee with an answer at a later time."

"I truly appreciate Commissioner Anthes ability to talk about challenges and to work through the steps as best she can."

- 9. Commissioner Anthes and her staff have provided transparent communications and leadership on new legislation, rulemaking and other State Board of Education policy decisions. 84.85% strongly agree or agree.**

"Whenever something with legislation or rulemaking has changed, Ms. Anthes talks about it openly at the next event. She has a pulse on all things education and is not afraid to share both good and bad news."

"Dr. Anthes is an amazing asset to Colorado education. I am confident in her core value to improve outcomes for all students in Colorado."

"Dr. Anthes is the fourth commissioner during my tenure as a district superintendent in rural Colorado. She has done a superb job. She is responsive to the needs of rural districts and understands that one size does not fit all."



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 Colorado Department of Education and Colorado's educators and students in the coming year.

Very Truly Yours,



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

