



# 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 30, 2020

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 2020, Commissioner Anthes will complete her fourth full year of service to Colorado as commissioner of education. At its November 11, 2020, board meeting, the state board conducted an evaluation of Commissioner Anthes as commissioner of education. The state board is unanimous in its conclusions regarding Commissioner Anthes’ excellent performance.

Angelika Schroeder  
Chairwoman  
2<sup>nd</sup> Congressional District

Steve Durham  
Vice-Chair  
5<sup>th</sup> Congressional District

Val Flores  
1<sup>st</sup> Congressional District

Jane Goff  
7<sup>th</sup> Congressional District

Rebecca McClellan  
6<sup>th</sup> Congressional District

Joyce Rankin  
3<sup>rd</sup> Congressional District

Debora Scheffel  
4<sup>th</sup> Congressional District



The commissioner has accomplished a remarkable amount of work this past year and shown great leadership during the COVID-19 pandemic. Under her leadership, the Colorado Department of Education worked effectively and efficiently on the following:

- Adjusting over 70 policies or practices due to the COVID-19 pandemic.
- Working tirelessly to respond to daily crises and problems related to the COVID-19 pandemic.
- Managing the COVID-19 policy stakeholder group.
- Developing and revising the 2019-2020 budget, as well as identifying additional 10% reductions to the 2020-2021 proposed budget.
- Building strong relationships with state leaders, superintendents, and the Governor, through her leadership during the COVID-19 pandemic.

The commissioner now more than ever has made it a priority to connect with superintendents, principals and teachers. She has continually communicated, gathered feedback and conducted needs assessments to help problem-solve during this crisis. Commissioner Anthes is still actively working 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 was also awarded the CASEY Award from the Colorado Association of School Executives (CASE) for 2020. The Casey Award is one of CASE's highest and most prestigious honors, recognizes a leader who has made significant and lasting contributions to public education, who has helped further CASE's mission and vision, and who has served education at the local, regional, or state level.

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 94

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. 91.5% strongly agree or agree.**

*“Commissioner Anthes always considers all needs regardless of size or location.”*

*“Commissioner Anthes is always very tuned into issues that affect rural areas as well as urban and suburban across the state. She has joined in on several weekly Rural Alliance meetings and has provided valuable updates about what is going on at the department regarding COVID related issues as well as addressing topics such as READ Act requirements.”*

*“Commissioner Anthes is a very intelligent person and a wonderful listener. She seeks to understand and has been a truly dedicated public service employee throughout her entire tenure.”*

*“I do not believe anyone can truly understand the needs of a rural district until they have spent time working in a rural school. However, I sincerely believe Commissioner Anthes has done a great job of building her understanding as much as possible and greatly appreciate that effort.”*

- 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. 87.1% strongly agree or agree.**

*“Commissioner Anthes has been able to meet the needs of our stakeholders and guide us through these uncertain times with the CoVid 19.”*

*“She is a great listener and has done an excellent job of advocating for the needs of stakeholders and working to build strong, collaborative relationships among various groups.”*

*“She has done an amazing job handling the pandemic and all of the intricacies involved in this situation. She has made informed decisions and has considered different perspectives*

*throughout the process.”*

- 3. Commissioner Anthes demonstrates leadership in implementing education policies at the state level and supports districts in implementing them at the district level. 85.1% strongly agree or agree.**

*“In this past year, Katy has been an advocate for districts and policy adjustments that make sense in light of the global pandemic.”*

*“Commissioner Anthes is a great leader who has broad expertise in education policies at the state level and works tirelessly to support districts with implementing policies at the district level, while still allowing for some local control.”*

*“The Commissioner is always ready and willing to help with the implementation of any policy emanating from the department. If she doesn't have answers for the field, she quickly brings CDE staff to the table to help.”*

*“Commissioner Anthes is excellent at explaining education policies to superintendents and implementing them at the state level. She and her office are supportive of districts when assisting them with educational policy compliance and implementation.”*

- 4. Commissioner Anthes listens to diverse opinions and tries to find appropriate solutions within the structure of her position and authority. 89.4% strongly agree or agree.**

*“Commissioner Anthes does a great job of hearing all viewpoints in order to have a clear picture of a situation and steps to move forward.”*

*“From our perspective, Commissioner Anthes listens to everyone's opinions and works to help find solutions for their issues. She is a true leader in that sense.”*

*“I have personally seen her navigate tough conversations in a respectful manner and always staying focused and intentional around the mission of serving youth through public education in Colorado.”*

- 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. 85.11% strongly agree or agree.**

*“Katy participated actively in many national groups and brings a balanced perspective to issues on education both locally and nationally.”*

*“Commissioner Anthes has represented the Department on many levels, including local, state, and national boards. She has also become a familiar face to Colorado through press meetings and informing the public about education during the COVID era and continuing to forge ahead in navigating the pandemic while still ensuring educational opportunities for all students.”*

- 6. Commissioner Anthes is an effective administrator and has hired and/or retained competent staff. 76.3% strongly agree or agreed.**

*“Commissioner Anthes has built a strong leadership team and leads/manages her staff very well.”*

*“Customer service in all CDE departments have greatly improved with Commissioner Anthes.”*

- 7. Under Commissioner Anthes' leadership, CDE's service and support for districts have improved 75.3% strongly agree or agree.**

*“Commissioner Anthes has been a great leader and her service and support for districts is commendable.”*

*“Commissioner Anthes took this role during a time of great instability and has done a great job of providing the stability necessary for any organization to fulfill its purpose.”*

- 8. Commissioner Anthes has demonstrated personal and professional integrity, is committed to department transparency and accountability, and has a passion for educating all students. 93.5% strongly agree or agree.**

*“Commissioner Anthes is very personal and professional and is always committed to the education of students. Her integrity is intact and she displays transparency which helps districts gain perspective about how decisions are made at the*

department level.”

*“Exceptional ethics and transparency! Moreover, she considers the impact and concerns of all public schools including district run schools, charter schools, magnet schools, innovation schools and BOCES.”*

*“Yes, point blank, she has a great deal of integrity, commitment to transparency/accountability, and a passion for educating all students.”*

*“I have worked in several states prior to coming to Colorado. I have never been in a state where the Commissioner of Education is as transparent, professional yet at the same time, available to work with superintendents and to have her staff readily available to help schools/districts! She gets to know the superintendents by name and makes me feel as though I matter and the work I do matters!”*

**9. Commissioner Anthes and her staff have provided transparent communications and leadership on new legislation, rulemaking, and other State Board of Education policy decisions. 88.3% strongly agree or agree.**

*“Due to CoVid 19 and the uncharted paths moving forward, she has given leadership in very uncertain times!”*

*“Commissioner Anthes is committed to being available and to quality communication. She has truly been in the trenches with us more than any other commissioner. I have been around two decades, and her work ethic, successes, and passion put all the others to shame.”*

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,



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Angelika Schroeder, Chairwoman

On behalf of the Colorado State Board of Education