



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 15, 2021

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 2021, Commissioner Anthes will complete her fifth full year of service to Colorado as commissioner of education. At their October board meeting, the state board conducted an evaluation

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6th Congressional District

Joyce Rankin
3rd Congressional District

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4th Congressional District



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

The commissioner continues to show great leadership during the COVID-19 pandemic, collaborate with school districts and the Governor and effectively runs the Colorado Department of Education. Under her leadership, the Colorado Department of Education worked effectively and efficiently on the following:

- Tracked over 75 policies, regulations or practices that needed to be adjusted, addressed, or changed to respond to the pandemic
- Led discussions on the federal testing waiver, and finding a compromise for all stakeholders
- Processed \$2.1 billion from federal, grants, governor's budget, and state stimulus
- Implemented the EANS private school funds
- Submitted an Elementary and Secondary School Emergency Relief (ARP ESSER) State plan
- Managed workload and staff shortages

In addition to the tasks above the commissioner leads the Colorado Department of Education staff. Her staff continue to also rank Commissioner Anthes high, specifically in the areas of morale, being an effective leader and trust.

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 62 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.**
85% strongly agree or agree.



“Commissioner Anthes goes out of the way to be a part of both rural and urban conversations around education and seeks to provide the best support for students across the state to increase student achievement and prepare kids for postsecondary and workforce readiness.”

“Commissioner Anthes seems to have a genuine care and understanding about the differences in schools of different sizes and different regions of the state. She has done a great job listening to concerns from all schools.”

- 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% strongly agree or agree.**

“In my 28 years of working in public education in Colorado, the best Commissioner ever!”

“Commissioner Anthes has demonstrated remarkable leadership especially during such challenging times. She continues to provide excellent support to all schools, districts, and CSI.”

“This might be Commissioner Anthes’s greatest strength. She works tirelessly to ensure that all stakeholders have input and feel meaningfully heard.”

- 3. Commissioner Anthes demonstrates leadership in implementing education policies at the state level and supports districts in implementing them at the district level. 87% strongly agree or agree.**

“Commissioner Anthes has a strong understanding of policy. I believe she makes every effort to consider implementation of policy at the school/district level. Her partnership with the Rural Alliance and CASE is most helpful in this and it is important this continues.”

“What a challenging task. I believe she does this well, taking all stakeholders views into consideration.”

- 4. Commissioner Anthes listens to diverse opinions and tries to find appropriate solutions within the structure of her position and authority. 82% strongly agree or agree.**

“Commissioner Anthes is a great listener and works for a positive solution when possible, but also understands that sometimes a point of view may not be a valid option for the students we all serve.”

“Commissioner Anthes always seeks common ground and works hard to reduce the unnecessary divisiveness that plagues the educational community.”



- 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. 76% strongly agree or agree.**

"Commissioner Anthes serves Colorado extremely well."

"Commissioner Anthes will directly reach out for perspective from the field. This is highly rare from her seat of leadership and valued."

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

"CDE staff have always been supportive and timely in responses for any assistance we have needed. When working with them they are very professional."

"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 77% strongly agree or agree.**

"CDE has become more desirable to work with when there are issues or concerns. As a superintendent, I receive a response to issues in a reasonable time period."

- 8. Commissioner Anthes has demonstrated personal and professional integrity, is committed to department transparency and accountability, and has a passion for educating all students. 91% strongly agree or agree.**

"The commissioner is a class act and does have passion for the kids of Colorado."

"This is her greatest strength. She has provided outstanding leadership through these challenging pandemic years."

"Commissioner Anthes demonstrates the highest level of integrity, professionalism, fairness, empathy, and passion for all Colorado students."

- 9. Commissioner Anthes and her staff have provided transparent communications and leadership on new legislation, rulemaking, and other State Board of Education policy decisions. 87% strongly agree or agree.**

"She is honest, compassionate and works incredibly hard. We are very fortunate to have her"



outstanding leadership for all our students, teachers, principals and superintendents."

"I have dealt with commissioner Anthes in person on several occasions. Even though we are a small district she had always been attentive and worked with us on problems. When we wanted things that couldn't be done, she was honest and forthright with us."

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 Colorado State Board of Education



