



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, 2022

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 2022, Commissioner Anthes will complete her sixth 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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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.

Dr. Anthes is a quintessential professional and embraces her job as the Colorado Commissioner of Education with grace, seriousness, passion, focus, and competence. She is an adept manager of people and strikes an effective balance in attending to details and delegating tasks to her staff. Effective leaders hire well, empower their teams to be successful, and then manage risk by "inspecting what they expect." Dr. Anthes leads in this way and has inspired commitment and loyalty from her team, experiencing little turnover as a result. One of the challenges of the Colorado Commissioner of Education is to be responsive to the varied interests and perspectives of the elected State Board of Education members. Dr. Anthes demonstrates fairness and responsiveness to each Board member, being quick to address concerns and requests for information, and assign resources to resolve issues. Dr. Anthes has a detailed grasp of the many initiatives housed within the Colorado Department of Education, and she is always able to identify answers to Board member questions so they can have the resources to think through policy implications or respond to constituent interests or concerns. In her self-reflection, Dr. Anthes displays her maturity as a leader. She exhibits humility in reflecting on her performance, now in her 6th year as Commissioner, while setting forth a plan to address areas of growth. She is quick to give credit to her team, and also take responsibility when improvement is needed. Colorado and the State Board of Education is appreciative of the work and commitment of Dr. Anthes and is committed to support her in another year of service in her role as Commissioner.

The commissioner continues to show great leadership in supporting schools and districts to address the lost learning opportunities caused by the pandemic. She effectively leads the Colorado Department of Education, and under her leadership the department has successfully accomplished the following:

- Implemented the READ Act requirement for all K-3 teachers to complete training in scientifically based reading instruction;
- Supported the State Board of Education with the revisions to the social studies standards;
- Continued processing \$2.1 billion from federal COVID relief



- funding, and state stimulus funding;
- Strategically directed the 10% of ESSER funding set aside for state priorities to address the greatest needs for students, families and educators; and
- Managed continued workload and staff shortages.

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 58 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. 81% strongly agree or agree.**

“Commissioner Anthes attends various superintendent meetings and is incredibly empathetic and intuitive as she speaks to those from various district settings. As someone who has worked in both large and small, it’s inspiring to have a state leader who “gets it” regardless of the communities in which we each lead.”

“I appreciate that Commissioner Anthes attends the rural alliance meetings weekly and I believe she listens to understand. She and her staff work hard to understand what we in the field need and makes changes appropriately. I appreciate this very much.”

- 2. Commissioner Anthes has been an effective leader of education in the state over the past six years; she listens well and works to strengthen the collaborative relationships among education stakeholders in Colorado. 83% strongly agree or agree.**

“She models respect, high expectations, difficult conversations, and doing what’s best for kids. This was true during the pandemic as well as during non-pandemic times. She has created structures at the state level, including positions and teams, to support the work in the field. This enhances collaboration and dedication.”

“Dr. Anthes is the most approachable commissioner this state has ever had.”



"Dr. Anthes is the strongest, most supportive, and the most knowledgeable commissioner that I have worked with in my 28 years as an educator in Colorado. I value and respect her."

- 3. Commissioner Anthes demonstrates leadership in implementing education policies at the state level and supports districts in implementing them at the district level. 86% strongly agree or agree.**

"Dr. Anthes makes the tough decisions when necessary and some of those are not the most popular but are usually good for kids."

"Dr. Anthes sometimes has to be the bearer of bad news and unpopular legislative mandates, but she is supportive, intuitive, and a strong leader who gets the job done."

- 4. Commissioner Anthes listens to diverse opinions and tries to find appropriate solutions within the structure of her position and authority. 84% strongly agree or agree.**

"Commissioner Anthes ability to learn quickly has allowed her team to navigate the ever-changing rules concerning federal- ESSER funds that we distributed to school with little to no guidance. Her team quickly moved into problem solving and created systems that could be followed and understood."

"Dr. Anthes is available to listen and offer solutions. She is willing to look at issues through a different lens and tries to come up with ways that will assist us. Sometimes the only solution is to do the work."

- 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. 79% strongly agree or agree.**

"Dr. Anthes is visible and active in many ways across the state and nation. I am not sure how she gets it all done."

"Commissioner Anthes is present on the weekly rural alliance call as much as possible and give pertinent information while excepting questions on the spot from all superintendents in attendance. She also attends the local/regional conferences with the superintendents and interacts with superintendents."

- 6. Commissioner Anthes is an effective administrator and has hired and/or retained competent staff. 71% strongly agree or agreed.**



"Thank you! We get answers/support/great information whenever needed, proactively and reactively."

"This is challenging in the best of times. Again the staff I have needed support from have been very helpful."

7. Under Commissioner Anthes' leadership, CDE's service and support for districts have improved 71% strongly agree or agree.

"We have never had the level of support from CDE than what we currently have. She listens and supports in every aspect of the position."

"I feel that Dr. Anthes has changed CDE from a "compliance" model to a "customer support" model."

8. Commissioner Anthes has demonstrated personal and professional integrity, is committed to department transparency and accountability, and has a passion for educating all students. 88% strongly agree or agree.

"I appreciate her regular communications to CDE staff and find her to have a consistent message - whether it is with staff, the public, stakeholder groups (like superintendents and BOCES directors), and the state board of education. It is clear that this is the case because there is coherence in her thinking and anchoring her work to some core fundamental beliefs."

"I appreciate her transparency when dealing with issues."

"Dr. Anthes has a professional integrity that shows in everything she does."

"Definitely seems like she cares for education in Colorado and wants to see improvements."

9. Commissioner Anthes and her staff have provided transparent communications and leadership on new legislation, rulemaking, and other State Board of Education policy decisions. 81% strongly agree or agree.

"We are SO fortunate in Colorado to have an exceptional leader in Commissioner Anthes! She makes a positive impact across the state."

"Rural Alliance has been a great platform for her to frame messages from CDE."

"Yes, completely transparent and clear communication has been provided."

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

