



## Department of Education Annual Performance Report

### Strategic Policy Initiatives

The Colorado Department of Education (CDE) provides leadership, resources, support, and accountability to the state's districts, schools, teachers and administrators to help them meet the needs of the state's 876,999 public school students. CDE also provides services and support to the state, regional and local agencies, organizations and programs that work to advance success for all students regardless of circumstance, location or exceptionality. Our strategic goals reflect our focus on Colorado's students and are based on the fundamental belief that the education system as a whole must support every student at every step of the way throughout his/her schooling in order to ensure students leave our system with the knowledge, skills, and dispositions they need to contribute to society and successfully participate in postsecondary education and the workforce. The department also recognizes the importance of ensuring efficient internal operations in order to provide data and resources districts and school need to support their students. The key processes highlighted in this report identify areas that need to be timely and error-free in order to meet these needs.

The Department's complete Performance Plan contains data for each goal, including an analysis of the school year 2013-14 results compared to targets, and action plans. The plan may be accessed [here](#). Below are the strategic goals and performance targets.

#### **Start strong: Every student starts strong with a solid foundation in grades prek-3**

Increase the school readiness of our youngest learners by increasing the percentage of four-year-olds served by the Colorado Preschool Program meeting age expectations in literacy and math by 1.5 percent in 2015 and by 4 percent in 2017.

#### **Read by third grade: Every student reads by the end of third grade**

Ensure every student attains proficiency in reading by third grade by increasing proficiency on the state assessment from 72 percent in 2014 to 78 percent in 2015, with the goal of 82 percent proficient by 2017.

#### **Meet or exceed standards: Every student meets or exceeds standards in reading and math**

Ensure that all students make adequate growth in reading and math, by increasing the percentage of students catching up to proficiency from 20 percent in 2014 to 29 percent in 2015, with goal of 39 percent by 2017. Additionally, maintain or improve the percentage of students keeping up with proficiency targets and moving up to advanced.

#### **Graduate ready: Every student graduates ready for college and careers**

Ensure every student graduates college and career ready by increasing the graduation rate from 80 percent in 2013 to 85 percent in 2015, with the goal of 89 percent by 2017.



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## Operational Measures

**School Finance – The School Finance Program area is responsible for allocating funds and monitoring costs of providing public education. The units in this program area provide coordinated, quality and efficient supports for funding and infrastructure to districts and schools.**

**Process – Federal grant fund distributions**

Measure	FY12 Actual	FY13 Actual	FY14 Actual	1-Year Goal	3-Year Goal
Percentage of error-free distribution, by line item, per cycle	N/A	N/A	99.8%	99.9%	100%

Colorado districts receive money from multiple sources including federal grants. It is essential that these grant funds are distributed in an accurate and timely manner to districts to they may use them to achieve their goals.

**Standards, Assessments, and Learning Supports – This major program area refers to instructional supports for students from preschool through twelfth grade, including design and implementation of the Colorado Academic Standards and Colorado English Language Proficiency Standards and the assessments aligned to those standards.**

**Process – Implementation of Early Literacy Assessment Tool program to reduce students identified as having a significant reading deficiency**

Measure	FY12 Actual	FY13 Actual	FY14 Actual	1-Year Goal	3-Year Goal
Reduce the percentage of students scoring at the well below benchmark level (significant reading deficiency) by 15 percent from beginning of the year to end of the year	N/A	N/A	12.0%	15.0%	15.0%

This measure reflects the implementation of the Assessment Literacy Tool in select schools. As part of this program, CDE has set a goal of reducing the number of student identified as having significant reading deficiencies at the start of the school year by 15 percent when assessed at the end of the school year.

**Educator Effectiveness – This major program area comprises all sub-programs and projects connected to the licensure, support, evaluation and development of educators.**

**Process – Licensure approval**

Measure	FY12 Actual	FY13 Actual	FY14 Actual	1-Year Goal	3-Year Goal
Average cycle time, in days, from receipt of application and cleared fingerprint report to PDF license is sent via email	97	42	21	14	14

Colorado needs to have a pool of qualified, licenses professionals to work in our schools and support student achievement. It is essential that the process by which potential educators are licensed and available for hire into Colorado schools be efficient in order to make sure these educators are available to schools.



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**Accountability, Improvement, Innovation, and Choice** – The purpose of this program area is to: establish standards, expectations, and criteria for school and district performance; assess school and district performance against those standards; and utilize that information to identify and support schools districts that are struggling to meet the state’s student performance goals. The goal is to foster and implement the conditions and policies which will allow for quick and dramatic improvements in student learning and services.

**Process – Creation and dissemination of District and School Performance Frameworks**

Measure	FY12 Actual	FY13 Actual	FY14 Actual	1-Year Goal	3-Year Goal
Percent of error-free District and School Performance Frameworks produced per annual cycle	N/A	100%	100%	100%	100%

The data in District and School Performance Frameworks are used by the state for district accreditation and by the districts and schools to evaluate their own performance and target areas for improvement. For this reason, it is essential these reports be error-free.

**Information and Communication** – This program area comprises all work related to collecting and providing data and information on the Colorado education system.

**Process – Creation and dissemination of student growth reports**

Measure	FY12 Actual	FY13 Actual	FY14 Actual	1-Year Goal	3-Year Goal
Percentage of error-free student growth reports produced per cycle	100%	100%	100%	100%	100%

As with the data in the District and School Performance Frameworks, student growth data are used by districts and schools to evaluate their own performance and target areas for improvement. For this reason, it is essential these reports be error-free.