



Department of Education FY2015 Annual Performance Evaluation (October 2015)

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 889,006 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 key strategies to meet the goals and outcome data for each goal. The plan may be accessed [here](#). Below are the strategic goals and performance targets; the rest of the report is an update on CDE's major program areas and metrics selected for processes within each. The updates reflect data as of September 30, 2015.

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.

The percentage of four-year-olds served by the Colorado Preschool Program meeting age expectations in literacy and math remained steady from 2014 to 2015, from 79.8% to 79.7% in literacy and 65.8% to 65.5% in math.

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.

Data for 2015 are unavailable due to a change in assessment systems used during the 2014-15 school year. Data for 2015 are expected to be released in early 2016.

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.



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Data for 2015 are unavailable due to a change in assessment systems used during the 2014-15 school year. Data for 2015 are expected to be released in early 2016.

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.

Graduation rate data for the 2014-15 school year are not available until early 2016.

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	03/31/2015	06/30/2015	FY15 Actual	1-Year Goal	3-Year Goal
Percentage of error-free distribution, by line item, per cycle	N/A	N/A	99.8%	99.2%	99.7%	99.9%	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 so they may use them to achieve their goals. The FY 2015 data reflects the accuracy level of 14,574 payments between July 1, 2014 and June 30, 2015. CDE met its goal of achieving 99.9% accuracy in these payments during the FY2015 reporting period.

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	03/31/2015	06/30/2015	FY15 Actual	1-Year Goal	3-Year Goal
Reduce the percentage of students scoring at the	N/A	N/A	12.0%	Data collected	Data	44%	15.0%	15.0%



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well below benchmark level (significant reading deficiency) by 15 percent from beginning of the year to end of the year				annually	collected annually			
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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	03/31/2015	06/30/2015	FY15 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	21	14	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.

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	03/31/2015	06/30/2015	FY15 Actual	1-Year Goal	3-Year Goal
Percent of error-free District and School Performance Frameworks produced per annual cycle	N/A	100%	100%	Data collected annually in August	Data collected annually in August	Unavailable	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.



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Data for 2015 are unavailable due to a change in assessment systems used during the 2014-15 school year. Data for 2015 are expected to be released in early 2016. Additionally, H.B. 15-1323 requires that CDE not assign accreditation categories to districts or schools for the 2014-15 school year.

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	03/31/2015	06/30/2015	FY15 Actual	1-Year Goal	3-Year Goal
Percentage of error-free student growth reports produced per cycle	100%	100%	100%	Data collected annually in August	Data collected annually in August	Unavailable	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.

Data for 2015 used to create student growth reports are unavailable due to a change in assessment systems used during the 2014-15 school year. Data for 2015 are expected to be released in early 2016.

FY2016 Performance Plan

FY 2016 Strategic Policy Initiatives

CDE’s current strategic policy initiatives reflect our mission and focus on ensuring a quality education for every student in our state, as well as representing a number of legislative priorities. For these reasons, we are not anticipating making changes to them. However, the department recently went through a leadership change resulting in the appointment of an interim commissioner. We recognize that a new commissioner may choose to revise some strategic policy initiatives and will submit any revisions to the Department Performance Plan and strategic policy initiatives as they are decided upon. During this transition period, the department is also focusing on four strategic imperatives that represent areas of opportunity for the department. These are data privacy and security, further enhancing the quality and coordination of our support for low performing schools, exploration of ideas for the future of school and district accountability and ensuring excellent customer service.

FY 2016 Strategies and Operational Measures

CDE recently went through a leadership change resulting in the appointment of an interim commissioner. We anticipate the new commissioner may choose to revise some operational measures so have chosen not to revise the strategies and operational measures at this time. CDE will submit any revisions to the Department Performance Plan and strategic and operational measures as they are decided upon.