

Schedule 13
Funding Request for the 2014-15 Budget Cycle

Department: EDUCATION
 Request Title: Educator Recognition and Perception
 Priority Number: R-6

Dept. Approval by: [Signature] 10/22/13 Date
 OSPB Approval by: [Signature] 10/29/13 Date

- Decision Item FY 2014-15
- Base Reduction Item FY 2014-15
- Supplemental FY 2013-14
- Budget Amendment FY 2014-15

Line Item Information		FY 2013-14		FY 2014-15		FY 2015-16
		1	2	3	4	5
	Fund	Appropriation FY 2013-14	Supplemental Request FY 2013-14	Base Request FY 2014-15	Funding Change Request FY 2014-15	Continuation Amount FY 2015-16
Total of All Line Items	Total	-	-	-	124,800	24,800
	FTE	-	-	-	-	-
	GF	-	-	-	124,800	24,800
	GFE	-	-	-	-	-
	CF	-	-	-	-	-
	RF	-	-	-	-	-
	FF	-	-	-	-	-
(2) Assistance to Public Schools, (C) Grant Programs, Distributions, and Other Assistance, (4) Professional Development and Instructional Support, Educator Recognition and Perception (New Line Item)	Total	-	-	-	124,800	24,800
	FTE	-	-	-	-	-
	GF	-	-	-	124,800	24,800
	GFE	-	-	-	-	-
	CF	-	-	-	-	-
	RF	-	-	-	-	-
	FF	-	-	-	-	-

Letternote Text Revision Required? Yes: No: If yes, describe the Letternote Text Revision:

Cash or Federal Fund Name and COFRS Fund Number: State Education Fund (Fund 440)

Reappropriated Funds Source, by Department and Line Item Name:

Approval by OIT? Yes: No: Not Required:

Schedule 13s from Affected Departments:

Other Information:

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Cost and FTE

- The Department requests \$124,800 General Fund in FY 2014-15 and \$24,800 General Fund in FY 2015-16. Specifically, the request provides \$24,800 to permanently fund educator recognition programs and \$100,000 to pay for the State's biennial educator perception survey (Teaching, Empowering, Leading, and Learning – TELL survey).

Current Program

- The Department has three primary ways to recognize and celebrate outstanding educators in Colorado: (1) the Teacher of the Year program; (2) the John Irwin Award School and Governor's Distinguished Improvement Awards; and (3) Centers of Excellence Awards.
- The TELL survey is an anonymous statewide survey of licensed, school-based educators to assess teaching conditions at the school, district and State Level. This survey is done once every two years.

Problem or Opportunity

- Currently, neither the Teacher of the Year and other recognition programs nor the TELL survey have State appropriations.
- These programs play a key role in the State's educator effectiveness system by recognizing the State's most talented teachers, and obtaining actionable feedback on working conditions and challenges faced by educators throughout the State.

Consequences of Problem

- Without a stable funding source for these programs, the State may lose the opportunity to recognize and support excellence in education and to obtain information about the working conditions in the State's public schools.

Proposed Solution

- Provide an appropriation in FY 2014-15 and in subsequent years as necessary, to ensure these programs can recognize the State's outstanding educational achievements and provide information that may lead to teacher effectiveness improvements throughout the State's schools.

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State of Colorado
Department of Education
FY 2014-15 Funding Request
November 1, 2013

John W. Hickenlooper
Governor

Robert K. Hammond
Commissioner

Department Priority: R-6
Request Detail: Educator Recognition and Perception

Summary of Incremental Funding Change for FY 2014-15	Total Funds	General Fund
Educator Recognition and Perception (new line item)	\$124,800	\$24,800

Request Summary:

The Department requests \$124,800 General Fund in FY 2014-15 and \$24,800 General Fund in FY 2015-16. Specifically, the request provides \$24,800 to permanently fund educator recognition programs and \$100,000 to pay for the State's biennial educator perception survey.

Problem or Opportunity:

The Department and the State of Colorado are committed to ensuring every student has an effective teacher and school leader. With intensive supports from the Department, school districts are implementing new educator evaluation and support systems with the promise of improving educators' effectiveness over time. Key components of a robust educator effectiveness system – one that focuses on both the talent pipeline and talent management/retention - are educator recognition and educator perceptions of their work environment.

This request will provided \$24,800 to support educator recognition, specifically the Teacher of the Year program defined in Section 22-61.5-104, C.R.S., and the John Irwin Award Schools, Governor's Distinguished Improvement Awards, and the Centers of Excellence Awards defined in Sections 22-11-602, 22-11-603, and 22-11-603.5, C.R.S. respectively. The teacher receiving the Teacher of the Year Award is recognized in Colorado and nationally by the President of the United States in a ceremony that honors teachers each year from every state in the nation. The John Irwin Award and Governor's Distinguished Improvement Awards recognize schools that have attained high proficiency and/or high growth rates. These awards currently rely on external funding. In recent years, the Department has had difficulty securing sponsors for these programs. The Department's request will ensure the sustainability of these recognition programs.

This request also includes \$100,000 for the administration of the biennial state's educator perception survey known as TELL (Teaching, Empowering, Leading, and Learning). Authorized by Section 22-2-503 C.R.S., the TELL survey is an anonymous survey performed statewide of licensed, school-based educators to assess teaching conditions at the school, district, and State level. Research shows that effective educators

leave largely due to factors related to school culture and climate and overall teaching conditions. Furthermore, there is a relationship between teacher and learning conditions and student growth. The TELL survey provides data that the State, districts, and schools can use to support improvements at the local or policy level to support and retain the State's most effective educators, elevate overall program effectiveness, and ultimately help improve student learning. Because this is a biennial survey, the appropriations necessary to support this activity will be included in the Department's request every other year.

Proposed Solution:

The Department requests State funding to ensure the State's recognition programs for education excellence are properly funded and to administer the TELL survey in FY 2014-15.

As noted earlier, educator recognition and perception are key components of the State's educator effectiveness system – both contributing to the State's efforts to attract and retain great teachers and leaders. Lack of funding weakens our system and poses several consequences. For example, without funds for the Teacher of the Year, Colorado risks not being able to nominate and recognize a Teacher of the Year. If that were to happen, Colorado would be the only state in the nation that did not have this program. This could a signal about the value the State places on effective educators and could impact efforts to attract and retain highly effective educators. Given that 50% of teachers are recruited and come from out of state, we would not want to have a negative impact on the ability of the state to attract talent. The same is true for lack of funding of the John Irwin and Governor's Distinguished Improvement Awards.

In addition, without funds for the administration of the State's educator perception survey, the Department lacks critical information about teaching conditions in Colorado and is thereby limited in making improvements that could help attract and retain the best educators. This has been a valuable data source in working with schools and districts to strengthen their improvement planning efforts – particularly those schools and districts with a Priority Improvement or Turnaround plan type.

Anticipated Outcomes:

This request supports the department's efforts to attract and retain outstanding educators.

It is important to note that the Teacher of the Year and our John Irwin and Governor's Awards schools play a key role in serving as resources and providing best practices to other educators in the state. For example, the Teacher of the Year serves as a liaison between the teaching community, the legislature, the Department, and districts and communities around the state. This individual provides training and professional development regarding effective teaching practices to teachers around the State.

The success of the State's educator perception survey is measured by educator participation in the survey and by positive changes in the survey results over time. Since 2009 (the first year of administration), educator participation in the survey has increased from 23,109 (36%) school-based educators to 33,200 (55%) school-based educators in 2013. Some of the key findings that we have identified based on the survey results are:

- Colorado educators are very positive about their teaching and learning conditions in schools;
- Time is the biggest consistent barrier for educators;

- A sense of efficacy and support from leadership affects teacher attrition more than other factors (e.g., salary);
- The area with the strongest relationship to student growth is community involvement and support; and
- More effective induction supports (e.g., access to mentors for common planning time) are not systematically available to new teachers.

TELL is the only statewide survey offered to teachers and principals that provides them with an opportunity to share their voice to influence school, district, and State level education decisions. For example, the Department has used in the survey data for the following purposes:

- The Department provides access to the survey data to ensure schools and districts use it for school/district improvement work (Unified Improvement Planning). This is particularly true for schools/districts on Priority Improvement and Turnaround. This data source is one of the few available that enables schools/districts to delve deeper into data that can help explain root causes for ongoing student performance challenges and then more clearly identify strategies that will address the true problems.
- The survey data is available to support the educator evaluation process (SB 191), informing principals' evaluations, where appropriate.
- The data has been used to inform strategic priorities at the Department, examine induction systems, strengthen grant requests, and improve accountability efforts.

Assumptions and Calculations:

Table 1 provides the costs estimates for this request.

Table 1: Cost Estimates for Educator Recognition and Perception	
Description	Cost
Educator Recognition	
Teacher of the Year	
• Registration fee, lodging, meals and travel for Teacher of the Year Dallas Conference	\$2,000
• Trip to Washington D.C. to meet the President and participate in the National Teacher of the Year selection (5 days)	\$3,000
• Release days for Teacher of the Year to attend national events and provide statewide support and sharing of best practices	\$10,000
• In-state travel reimbursement	\$1,000
• Awards for winner and 2 runners up	\$800
• Costs for review committee	\$500
• General administration (business cards, badges, mailings, etc.)	\$500
Subtotal	\$17,800
John Irwin, Centers for Excellence and Governor's Distinguished Improvement Award	
• Banners for schools	\$7,000
Educator Working Conditions Perception Survey*	
• Contract for survey administration, analysis, and reporting	\$100,000
Total	\$124,800

*This is a biennial appropriation.