



Greetings Integration Districts,

This is Jeri Crispe, Integration District Director with the Colorado Legacy Foundation, bringing you the first edition of our integration newsletter. The purpose of this newsletter is to inform and update stakeholders concerning the implementation of the integration work in and across our participating districts.

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Integration Grant Background

On August 24, 2011, the Colorado Legacy Foundation (CLF) announced the selection of the Colorado Integration Project Partner Districts who will work to significantly improve the number and rate of students who graduate from Colorado high schools ready for college or work. The Integration Districts are: Centennial School District, Denver Public Schools, Eagle County School District, San Juan BOCES (9 school districts in the Southwest corner of the state), and Thompson School District.

President and CEO of the Colorado Legacy Foundation, Dr. Helayne Jones., stated, "These Integration Districts will help us learn quickly and early what does and does not work in the effort to support our educators in successfully meeting this higher bar for performance outcomes. We are honored to be a part of an effort to raise student outcomes which can serve as a model for the entire country."

The Colorado Legacy Foundation will partner with the Colorado Department of Education and these Integration Districts to accelerate and integrate implementation of new educator performance evaluation systems and the Colorado Academic Standards using instructional tools aligned to those standards. The tools developed and lessons learned from those sites will be shared statewide.

The Integration Districts will receive funding and technical assistance over the course of the 3 Year grant period. In exchange, they have committed to implement new teacher supports, participate in the early implementation of Colorado's new educator performance law, and develop systems to ensure that those two efforts are "integrated" in that the supports provided respond to local teacher needs.

Collectively, the Integration Districts serve over 100,000 students. The participating districts range in size from 65 to 79,000 students. Each was selected because they demonstrated a strong commitment to implementation of the state initiatives. In addition, the size, geography and student demographics of the participating districts are reflective of the 178 school districts across Colorado.

"We are thrilled with the caliber of districts who have committed to partner with us in the Colorado Integration Project to take on this important work," said Nina Lopez, Vice President of Strategy and Partnerships for CLF. "We are confident that they, with the support of our organization and the Colorado Department of Education, will provide a powerful opportunity to increase outcomes for their students and share what works with other school districts across our state."



Integration Project Overview

- New Colorado Academic Standards and research-based instructional materials.
- Professional development in formative instruction to inform instruction.
- Regular performance evaluations that hold educators accountable for student growth and provide them feedback to improve instruction.
- New research-based practices that complement systems already in place to avoid unnecessary duplication.
- New state legislation in a high-quality manner.

Grant Outcomes

1: EDUCATOR EFFECTIVENESS

Implement educator performance evaluation systems aligned with S.B. 191 providing supports directly aligned to educator performance evaluations and using performance evaluations to directly inform human resource decisions.

2: TEACHER SUPPORTS AND FORMATIVE INSTRUCTIONAL TOOLS

Build capacity of educators to utilize the Math Design Collaborative tools and Literacy Design Collaborative tasks to implement strong formative instructional practices aligned with the Colorado Academic Standards.

3: INTEGRATION

Demonstrate the impact and benefit of implementing new educator performance evaluation systems in an integrated manner with the Colorado Academic Standards and aligned instructional practices.

4: SCALING INTEGRATION

Leverage exemplars created and lessons learned from the Integration Districts to support statewide scaling of integration work.

Benefits to School Professionals

Opportunity

- To inform Development of Statewide Educator Performance Management System
- To inform CDE on implementation of Colorado Academic Standards (CAS)
- To collaborate with peers from other states including Kentucky and Louisiana
- To share integration work at annual showcase event
- To document and disseminate lessons learned and promising practices
- To develop mastery of formative instructional practice
- To contribute directly to CDE implementation of new state educator performance legislation

Provide

- Input on New Educator Evaluation Tools and Training guides
- Exemplars to peers across the state on instructional tools aligned to CAS

Access

- To paid professional development on Math Design and Literacy Design Collaborative tools.
- To up to \$1 million over 3 years for: a project manager; teacher release time; in-district leadership meetings; data coaching support & financial resources to support the implementation of Educator Performance Evaluations, and align district curriculum with CAS and collaborative planning sessions, including Professional Learning Communities.

Support

- From Harvard Strategic Data Project
- From consultants to plan for sustainability of the grant work
- From professional communications planning



What does it mean for educators?

- Help busy teachers differentiate instruction
- Integration of standards and formative instructional practices into lesson plans, new content and teaching practice
- Providing feedback to district about systems for analyzing student growth rates for each teacher
- Empower teachers to be creative in how they differentiate instruction
- A limited number of teacher leaders will be selected to participate in early use of research-based formative tools
- Trainings will begin in January 2012 with teachers selecting how they want to personalize the tools for use in their classrooms in the Spring semester
- Participation in piloting new performance evaluation system, incorporating multiple measures demonstrated by MET study results to correlate with student growth
- Peer to peer collaboration, including participation in a statewide showcase event in 2012 and 2013

Additional Resources and Contact Information

For more information, please visit the Colorado Legacy Foundation website at: www.colegacy.org.

Click the **Colorado Integration Project** tab

Information about SB-191 is available on the Colorado Department of Education website at www.cde.state.co.us/EducatorEffectiveness/

Questions– Contact Jeri Crispe: 720-291-7722 or jcrispe@colegacy.org

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Implementation Timeline

Completed Activities: June 2011– October 2011

June

- CLF held a convening in Denver to introduce the Integration Project

July

- Interested districts submitted grant applications to CLF

August

- CLF visited all districts who completed the grant applications
- CLF selects Integration Districts

September

- CLF visit all Integration Districts to review MOU and complete readiness questionnaire

October

- CLF Integration District Director begins to visit schools and staffs in Integration Districts to present the project and begin building relationships with educators who will be involved in the work
- Project Managers hired in Integration Districts
- Integration Districts sign MOUs
- CDE training on the new Principal Evaluation system with Integration and pilot districts

Upcoming Activities: November 2011– October 2012

November 2011

- Integration Districts send teacher and administrative leaders to Denver to participate in the overview training of the Literacy Design Collaborative (LDC) tools
- CDE training on the new Principal Evaluation system with Integration and pilot districts

December 2011

- Deadline for local school boards to adopt new academic standards

January 2012

- Educators from Integration Districts begin the LDC training (cohort 1)
- Strategic Data Partners begin work with Integration Districts
- Anticipate the beginning of the Math Design Collaborative tools training

February-May 2012

- Educators from Integration Districts implement one LDC module (cohort 1)

June 2012-October 2012

- Educators continue LDC training (cohorts 1, 2 and 3)

Additional dates presented in future newsletter editions



Colorado Integration Districts Information

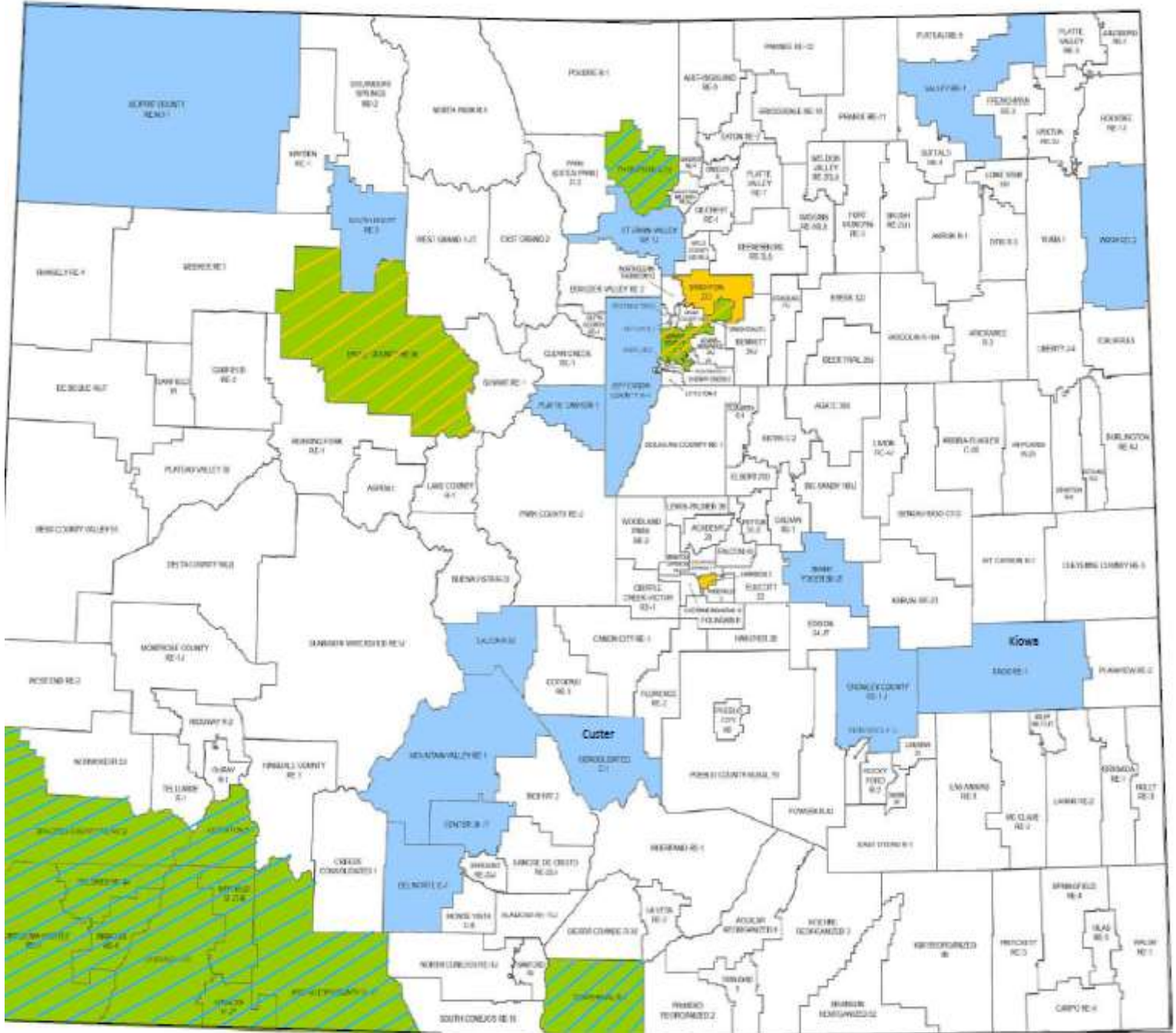
This work is being funded by the Bill & Melinda Gates Foundation and Colorado was chosen for funding in large part because current statewide education efforts provide a strong framework for the proposed work.

Integration District	# of Students (a)	% eligible for free/reduced lunch (b)	% minority students (c)	% of ELL students (a)	% of H.S. Grad. (d)	Performance Category	Setting
Centennial SD	248	82%	92%	13%	53%	Accredited w/ Improvement Plan	Rural
Denver Public Schools	78,317	73%	80%	35%	52%	Accredited w/ Priority Improvement Plan	Urban
Eagle County SD	6,181	44%	54%	37%	81%	Accredited	Mountain
<u>San Juan BOCES</u>	<u>12,684</u>	<u>42%</u>	<u>31%</u>	<u>5%</u>	<u>76%</u>		
Archuleta	1,492	51%	28%	8%	80%	Accredited	Mountain/ Rural
Bayfield	1,405	28%	19%	2%	89%	Accredited	
Durango	4,688	30%	25%	3%	75%	Accredited	
Dolores RE-2	309	51%	15%	0%	91%	Accredited w/ Imp. Plan	
Dolores RE-4	689	36%	14%	2%	90%	Accredited	
Ignacio	751	51%	63%	5%	56%	Accredited w/ Priority Imp. Plan	
Mancos	369	58%	26%	8%	79%	Accredited	
Montezuma-Cortez	2,929	62%	46%	10%	56%	Accredited w/ Priority Imp. Plan	
Silverton	65	72%	32%	26%	100%	Accredited	
Thompson SD	15,310	32%	23%	3%	80%	Accredited	Suburban
INTEGRATION DISTRICT TOTAL	112,762	62%	65%	27%	61%		
STATEWIDE TOTAL	843,316	40%	43%	14%	72%		



KEY	
	CDE Pilot Districts
	CDE Partner Districts
	CLF Integration Districts/CDE Pilot
	CLF Integration Districts/CDE Partner

Pilot, Partner, and Integration Districts Map



Produced by the Colorado Department of Education (CDE) Management Team, September 2011