



## Integration Project Overview

**The Colorado Legacy Foundation (CLF)** is a privately funded non-profit organization that works closely with the Colorado Department of Education to identify and disseminate innovative and promising practices in public schools. CLF works to ensure that every school has an effective leader, every classroom has an effective teacher and every child comes to school healthy and ready to learn. For the next three years, CLF will collaborate with the Colorado Department of Education (CDE) and selected schools and districts to integrate recent legislation into the fabric of Colorado's education system.

The purpose of the Colorado Integration Project is to implement recent legislation regarding standards, assessments, and principal and teacher evaluations in a select group of school districts – or Integration Districts – in a thoughtful and collaborative way.

Participating districts will not only serve as trailblazers by laying the groundwork for this important project, but will have the added benefit of the human and financial resources provided by the Integration grant to ensure that the districts have the supports they need to be successful.

The learnings from these districts will be shared statewide and leveraged to inform statewide strategy and expectations. If done well, CLF believes the changes will lead to improved student achievement as well as a more professional and rewarding environment for educators.

CLF and the CDE are launching this three year initiative designed to significantly improve the number and rate of students who graduate from Colorado high schools ready for college or work.

The Integration grant involves a dual emphasis on capacity building at the state and local level. Such an emphasis is important in CO, a local control state, where the state sets the standards and holds districts accountable for outcomes. The local districts make the critical decisions about curriculum, instructions, programs and professional development.

### The Integration Project will explore ways to implement:

- 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

### Grant Outcome 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.

### Grant Outcome 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.

### Grant Outcome 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.

### Grant Outcome 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

### Support

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

### Access

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

## 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

New practices will be implemented in conjunction with systems already in place to avoid unnecessary duplication. The instructional tools developed under this effort are, in essence, a set of lessons and strategies that teachers can either adopt wholesale or adapt as needed. They are built around lessons and exercises aligned to the new standards, and are intended to be integrated by the teacher into the existing curriculum.

## Additional resources

For more information, please visit the Colorado Legacy Foundation website at [www.colegacy.org](http://www.colegacy.org) and click the *Colorado Integration Project* tab. Information about SB 191 is also available on the Colorado Department of Education website at [www.cde.state.co.us/EducatorEffectiveness/](http://www.cde.state.co.us/EducatorEffectiveness/).

