



Title: **Highly Effective Educator Evaluation Procedure**

Code: GCN 3 R

Section: Section G: Personnel Policies

General Eligibility

To be eligible, an educator must have received a Final Effectiveness Rating (FER) of “Highly Effective” on the same rubric for a minimum of three consecutive years prior to the current school year and be continuing on the same rubric for the current academic year. Any educator changing evaluation rubrics will not be eligible to proceed on the HEEE process until they have earned a final effectiveness rating of “Highly Effective” on the same rubric for a minimum of three consecutive years.

Educators on the HEEE process that receive an FER rating of less than “Highly Effective” will return to the regular evaluation process the next academic year and will need to earn three consecutive years of FERs of “Highly Effective” to regain eligibility.

Educators are not required to participate in the HEEE process. An eligible educator will need to opt in to the HEEE process by notifying their evaluator of their intent to be evaluated on the HEEE process prior to their goal setting conference for the current academic year.

Specific Eligibility

Probationary Teachers

Probationary Teachers are not eligible for the HEEE process.

Non-Probationary Teachers

Teachers new to Academy District 20 (ASD20), that have been granted non-probationary status through the portability process, will not be eligible for the HEEE process during their first year of employment in ASD20. If the teacher previously earned a minimum of two consecutive FERs of “Highly Effective” in their previous Colorado school district and earns an FER of “Highly Effective” at the conclusion of their first full academic year with ASD20, they will be eligible for the HEEE process the following academic year.

Returning ASD20 teachers, continuing to serve in the same role and that have earned non-probationary status, are eligible for the HEEE process after receiving three consecutive FERs of

“Highly Effective” on the same rubric in which they are being evaluated for the current academic year.

Returning ASD20 teachers, that have earned non-probationary status and transfer to a different ASD20 site, will not be eligible for the HEEE process during their first year at that site. If the teacher has previously earned a minimum of two consecutive FERs of “Highly Effective” and earns an FER of “Highly Effective” at the conclusion of their first year at the new site, they will be eligible for the HEEE process the following academic year.

Returning ASD20 teachers, that have earned non-probationary status and change content areas (i.e. math teacher to art teacher), will not be eligible for the HEEE process during their first year of the new teaching assignment. If the teacher has previously earned a minimum of two consecutive FERs of “Highly Effective” and earns an FER of “Highly Effective” at the conclusion of their first full academic year in the new teaching assignment, they will be eligible for the HEEE process the following academic year.

Special Services Providers

Special Services Providers (SSP), new to ASD20, are eligible for the HEEE process after receiving three consecutive FERs of “Highly Effective” on the same specific SSP rubric during employment with ASD20.

Returning ASD20 SSPs, continuing in the same role, are eligible for the HEEE process after receiving three consecutive FERs of “Highly Effective” on the same specific SSP rubric during employment with ASD20.

Returning ASD20 SSPs, that change to a different SSP role, will be eligible for the HEEE process after receiving three consecutive FERs of “Highly Effective” on the same specific SSP rubric during employment with ASD20.

Returning ASD20 SSPs, that transfer to a different ASD20 site, will not be eligible for the HEEE process during their first year at that site. If the SSP has previously earned a minimum of two consecutive FERs of “Highly Effective” and earns an FER of “Highly Effective” at the conclusion of their first full academic year at the new site, they will be eligible for the HEEE process the following academic year.

Principals/Assistant Principals

Principals/Assistant Principals, new to ASD20, are eligible for the HEEE process after receiving three consecutive FERs of “Highly Effective” on the Principal/Assistant Principal evaluation rubric during employment with ASD20.

Returning ASD20 Principals/Assistant Principals, continuing to serve in the same role, are eligible for the HEEE process after receiving three consecutive FERs of “Highly Effective” on the Principal/Assistant Principal evaluation rubric during employment with ASD20.

Returning ASD20 Principals/Assistant Principals, continuing to serve in the same role that transfer to a different ASD20 site, will not be eligible for the HEEE process during their first full academic year at that site. If the Principal/Assistant Principal has previously earned a minimum of two consecutive FERs of “Highly Effective” and earns an FER of “Highly Effective” at the conclusion of their first full academic year at the new site, they will be eligible for the HEEE process the following academic year.

Returning ASD20 staff members that served as an ASD20 Assistant Principal the previous academic year and return to ASD20 in the role of Principal the immediate next academic year, regardless of the site in which they are assigned, are eligible for the HEEE process after receiving three consecutive FERs of “Highly Effective” in the role of Principal on the Principal/Assistant Principal evaluation rubric during employment with ASD20.

Retired Educators

ASD20 staff members that have retired and have been rehired by the District part time or on transition immediately and continuously after the PERA required break in service, that were eligible for or evaluated using the HEEE process during their last year of service prior to retirement, are eligible to be evaluated using the HEEE process regardless of their probationary status (if applicable). Any additional break in service would result in the staff member returning to the standard evaluation process.

Returning retired staff members, that transfer to a different ASD20 site, will not be eligible for the HEEE process during their first year at that site. If the staff member has previously earned a minimum of two consecutive FERs of “Highly Effective” and earns an FER of “Highly Effective” at the conclusion of their first year at the new site, they will be eligible for the HEEE process the following academic year.

Adopted: August 12, 2024

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