







Colorado

School Management	C	
Finance	A	
Staffing: Hiring & Evaluation	B	
Staffing: Removing Ineffective Teachers	D	
Data	C	
Pipeline to Postsecondary	C	
Technology	D	
State Reform Environment	?	
Gold Stars	★	

School Management. Colorado does an average job managing its schools in a way that encourages thoughtful innovation. While 92% of teachers report that routine duties and paperwork interfere with their teaching, the state sanctions low-performing schools and provides rewards to high-performing or improving ones.

Finance. Overall, Colorado gets a very good grade in this category. The state receives high marks for the simplicity of its state funding mechanism and for the online accessibility of its financial data.

Staffing: Hiring & Evaluation. Colorado receives an above-average mark for its teacher hiring and evaluation system. Only 11% of teachers enter the profession through an alternative certification program, compared with the national average of 13%. However, 82% of principals report a major degree of influence over teacher hiring, and Colorado requires incoming teachers to pass subject-knowledge tests.

Staffing: Removing Ineffective Teachers. Colorado receives a poor score on the ability to remove poor-performing teachers from the classroom. Seventy-four percent of principals say that teacher unions or associations are a barrier to the removal of ineffective teachers, 13 percentage points above the national average of 61%. In addition, 75% of principals report that tenure is a barrier to removing poor-performing teachers.

Data. Colorado gets a mediocre mark for its state data system. While the state has the ability to match individual students' test records from year to year, Colorado does not have a P-20 longitudinal data system.

Pipeline to Postsecondary. Colorado receives a middling mark for its efforts to improve college and career readiness. Eighty-one percent of its schools report offering dual-enrollment programs, which allow students to earn high school and college credits simultaneously. That is 16 percentage points above the national average of 65%. However, 57% of Colorado schools report offering work-based internships.

Technology. Colorado receives a low grade in this category. The state has not established a virtual school and does not offer a computer-based assessment. Colorado also needs to significantly improve how it evaluates its return on investments in technology.

State Reform Environment. There are few reliable state-by-state data on local education advocacy and research efforts—a reflection of the lack of overall commitment to this issue. As a result, we are unable to issue a meaningful grade. However, Colorado Succeeds is a member of the forward-thinking Policy Innovators in Education Network, and the state supports common academic standards.

Gold Stars. In the School Management category, Colorado receives a gold star for having a state-level expanded learning time initiative. To receive a gold star in this category, a state must have an established policy to expand learning time for all students within a school and/or district, prioritizing high-poverty schools. The initiative must focus on redesigning the school day or year versus tacking on hours.
