

Theory of Change

Our Vision

To create an equitable educational environment where *all* students and staff in Colorado thrive

Our Role

To improve student outcomes and ensure students and families across Colorado have access to high-quality schools, we will:

> SERVE

Provide actionable support to local educational agencies

> GUIDE

Implement policy and legislation in an effective way

> ELEVATE

Share the experiences of local educational agencies and students

Our Core Values: INTEGRITY | EQUITY | ACCOUNTABILITY | TRUST | SERVICE

Our Priorities:

Increase Student Engagement

Accelerate Student Outcomes

Strengthen the Educator Workforce

Provide Operational Excellence

Increasing Student Engagement

SCHOOL CLIMATE AND BELONGING | ATTENDANCE | STUDENT HEALTH, MENTAL HEALTH, AND WELLBEING

If we work to...

- Develop tools and share effective practices that support a climate and culture of belonging and engagement
- Support persistence and re-engagement of students
- Expand use of instructional practices that encourage student engagement in learning
- Address student mental health and wellbeing with programs partners

We will see...

- Increases in climate and culture measures for students
- Increases in student attendance
- Increases in graduation and re-engagement and reduction in dropout rates



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Accelerating Student Outcomes

ACADEMIC ACHIEVEMENT | ACADEMIC GROWTH | GRADUATION RATES

If we work to...

- Enhance the effectiveness of teaching and learning by focusing on evidence-based methods and improving best-first instruction
- Expand opportunities to obtain college credits, industry credentials, and work-based learning experiences
- Increase access for historically underrepresented or underserved students to grade level learning opportunities
- Elevate bright spots and best practices across the state that showcase “beating the odds” academic performance

We will see...

- Accelerated student growth with a focus on historically underserved students
- Increased English language arts and math achievement, with a specific focus on 3rd grade reading
- Improved outcomes for English learners
- Increased four- and seven-year graduation rates



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Strengthening the Educator Workforce

EDUCATOR RECRUITMENT | SUPPORT FOR EDUCATORS | EDUCATOR RETENTION

If we work to...

- Create the most enabling conditions for educator retention
- Support leadership development opportunities for current and aspiring school leaders
- Expand access to high quality pathways to the educator profession
- Collaborate with education partners to develop and launch a public information campaign about the benefits of the educator profession

We will see...

- Increases in number of positions filled by fully qualified educators, particularly in Special Education and other priority areas
- Increases in Colorado educator retention
- Increases in diversity of educator workforce
- Increases in participation in and completion of routes to educator preparation



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Providing Operational Excellence

CDE STAFF EXCELLENCE | CDE SERVICE EXCELLENCE

If we work to...

- Develop staff culture and operations that support and facilitate CDE's values
- Provide learning and growth opportunities for staff
- Improve and innovate operational systems and procedures that meet—and drive—industry standards
- Strengthen financial processes and supports for schools and districts

We will see...

- Increases in staff satisfaction and engagement
- Increases in recruitment and retention of high-quality staff
- Improved service for internal and external customers



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