FOCUS: EES

Update: Educator Effectiveness System

Ronn Nozoe, Deputy Superintendent
Hawaii State Department of Education

Board of Education
Human Resources Committee meeting
August 19, 2014
Refresher: EES

- New educator evaluation system implemented statewide in SY13-14
- June 2014: Announced series of EES improvements for SY14-15 implementation
- SY14-15: EES will be continuously reviewed, including solicitation of educator input and feedback, for potential continued improvements
- Learn more about EES at www.hawaiipublicschools.org

TODAY’S FOCUS: Share overall statewide SY13-14 EES results
Timeline  Who has access to teacher EES results?

Teachers
Received their final results during an end of year post-conference with their administrator. Teachers may continue to access their 2013-2014 results in PDE3.

Principals
The Deputy led a webinar presenting the end of year results last June. Principals also have access to component specific reports available in PDE3. Principals were also provided an EES overview quick sheet of teachers in their building.

Complex Area Superintendents
Also participated in a webinar. CAS-specific Reports were also developed with the same type of information by school.
## Design: 2013-14

### Student Growth and Learning

<table>
<thead>
<tr>
<th>Unsatisfactory (0-1)</th>
<th>Marginal (2)</th>
<th>Effective (3)</th>
<th>Highly Effective (4)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
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</tr>
<tr>
<td>9</td>
<td>62</td>
<td>568</td>
<td>1794</td>
</tr>
<tr>
<td>Marginal</td>
<td>Effective</td>
<td>Effective</td>
<td>Highly Effective</td>
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<td>(4)</td>
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<tr>
<td>110</td>
<td>580</td>
<td>3503</td>
<td>4359</td>
</tr>
<tr>
<td>Marginal</td>
<td>Effective</td>
<td>Effective</td>
<td>Effective</td>
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<td>(3)</td>
</tr>
<tr>
<td>57</td>
<td>58</td>
<td>143</td>
<td>80</td>
</tr>
<tr>
<td>Marginal</td>
<td>Marginal</td>
<td>Effective</td>
<td>Effective</td>
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<td>(2)</td>
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<tr>
<td><strong>25</strong></td>
<td><strong>5</strong></td>
<td><strong>4</strong></td>
<td><strong>3</strong></td>
</tr>
<tr>
<td>Unsatisfactory</td>
<td>Marginal</td>
<td>Marginal</td>
<td>Marginal</td>
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<tr>
<td></td>
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</table>
Snapshot: Teacher Type

The Department has about 11,300 teachers.

- Classroom Teacher of Non-Tested Grades and Subjects: 51.0%
- Classroom Teacher of Tested Grades and Subjects: 21.1%
- Non-Classroom Teacher (School Level): 15.2%
- Non-Classroom Teacher (Non-School Level): 3.4%
- PEP-T (No EES rating): 5.8%
- Extended Leave (No EES rating): 2.3%
- Other (No EES rating): 1.2%
Overall Teacher Ratings: SY13-14

2013-14

- Unsatisfactory: 0.2%
- Marginal: 2.1%
- Effective: 81.7%
- Highly Effective: 16%
Classroom Observations

- 0: 0.1%
- 1: 0.8%
- 2: 32.3%
- 3: 65.6%
- 4: 1.2%
Core Professionalism

- 0.7%
- 2.8%
- 59.4%
- 37.1%
Student Growth Percentile

**Individual MGP**
- 5%
- 8.4%
- 66.6%
- 20%

**Schoolwide MGP**
- 4.6%
- 10.9%
- 65.1%
- 19.5%
Student Learning Objectives

- 0.8%
- 0%
- 1.2%
- 0.7%
- 5.4%
- 2%
- 32.9%
- 52.1%
Tripod Scores

1. 3.0%
2. 5.4%
3. 78.3%
4. 13.3%
Working Portfolio

- 0.4%
- 0.1%
- 5.8%
- 68.7%
- 24.9%
# Impact of Performance Ratings

<table>
<thead>
<tr>
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</thead>
<tbody>
<tr>
<td>• No stakes for tenured and Prob. II and III</td>
<td>• Informing personnel decisions</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Highly Effective or Effective</th>
<th>2013-2014 Full Implementation</th>
<th>2014-2015 Full Implementation</th>
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<tbody>
<tr>
<td>• Differentiation</td>
<td>• Pay Increase</td>
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<td>• Pay increase</td>
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<tr>
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<tbody>
<tr>
<td>• Principal Directed Growth Plan (SY 14/15)</td>
<td>• Principal Directed Growth Plan (SY 15/16)</td>
<td>• Not eligible for pay increase</td>
</tr>
<tr>
<td>• Pay increase (July 1, 2014)</td>
<td></td>
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<tr>
<td>• Personnel consequence for New Teachers (Impacts Tenure)</td>
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</thead>
<tbody>
<tr>
<td>• Personnel consequence for New Teachers</td>
<td>• Personnel consequences for all Teachers (Tenured or Probationary)</td>
<td></td>
</tr>
</tbody>
</table>
# Impact of Performance Ratings

Tenured timeline examples for **Probationary Teachers**

<table>
<thead>
<tr>
<th></th>
<th>13/14</th>
<th>14/15</th>
<th>15/16</th>
<th>16/17</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Teacher 1</td>
<td>M</td>
<td>E</td>
<td>E</td>
<td>Tenured</td>
</tr>
<tr>
<td>New Teacher 2</td>
<td>E</td>
<td>E</td>
<td></td>
<td>Tenured</td>
</tr>
<tr>
<td>New Teacher 3</td>
<td>M</td>
<td>M</td>
<td></td>
<td>Personnel consequences</td>
</tr>
</tbody>
</table>