

FOCUS: EES

# Update: Educator Effectiveness System

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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](http://www.hawaiipublicschools.org)

**TODAY'S FOCUS: Share overall statewide SY13-14 EES results**



# Timeline *Who has access to teacher EES results?*

## Teachers

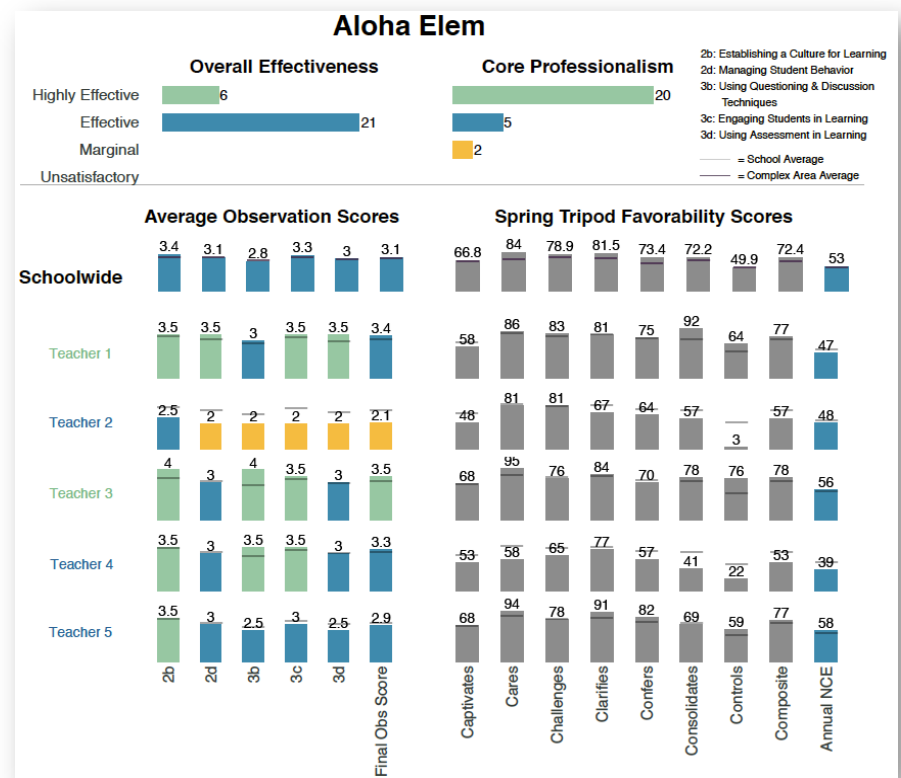
Received their final results during an end of year post-conference with their administrator. Teachers may continue to access their 2013-2014 results in PDE3.

## 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 provide 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

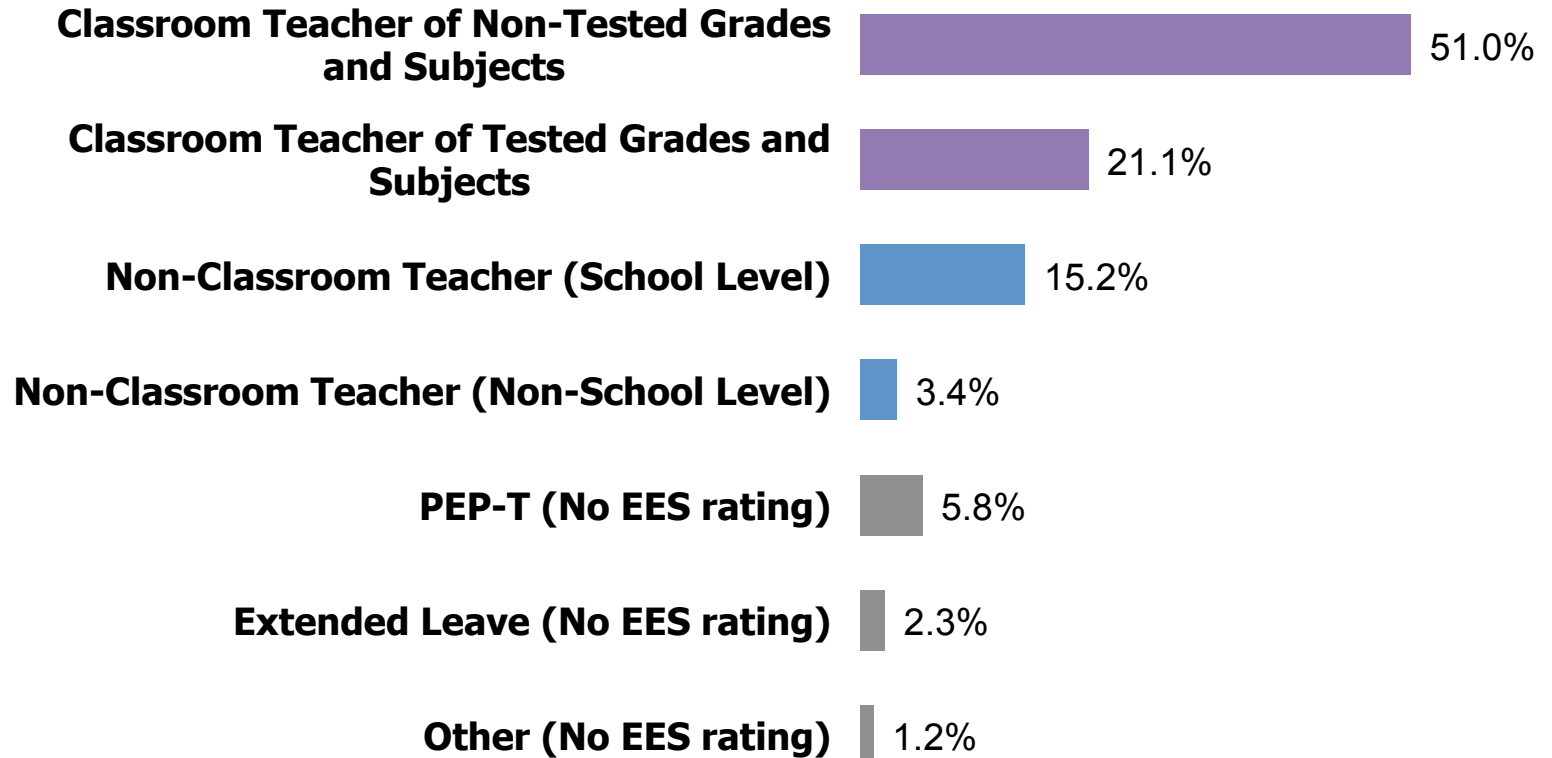
Unsatisfactory (0-1)	Marginal (2)	Effective (3)	Highly Effective (4)	
9 Marginal	62 Effective	568 Effective	1794 Highly Effective	Highly Effective (4)
110 Marginal	580 Effective	3503 Effective	4359 Effective	Effective (3)
57 Marginal	58 Marginal	143 Effective	80 Effective	Marginal (2)
25 Unsatisfactory	5 Marginal	4 Marginal	3 Marginal	Unsatisfactory (1)

**Teacher  
Practice**



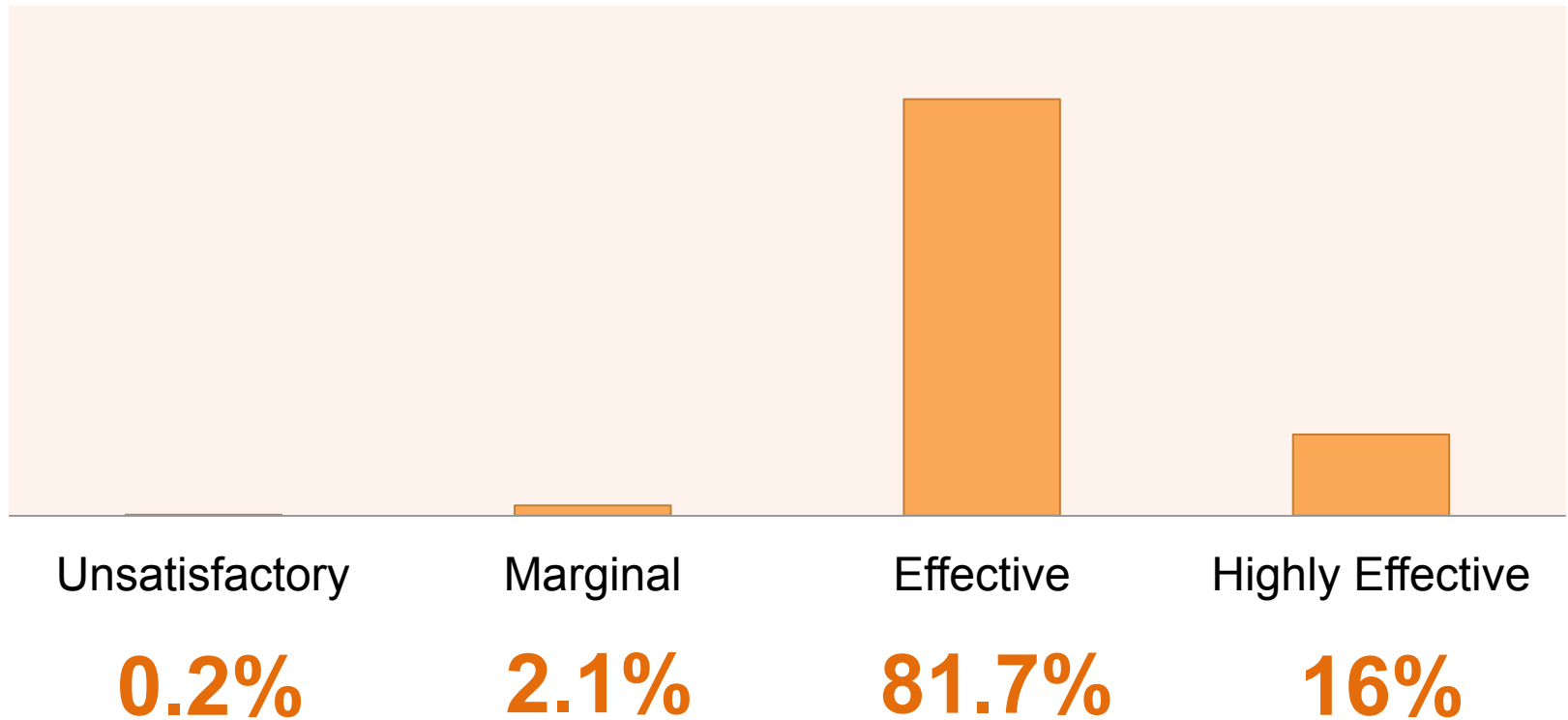
# Snapshot: Teacher Type

*The Department has about 11,300 teachers.*

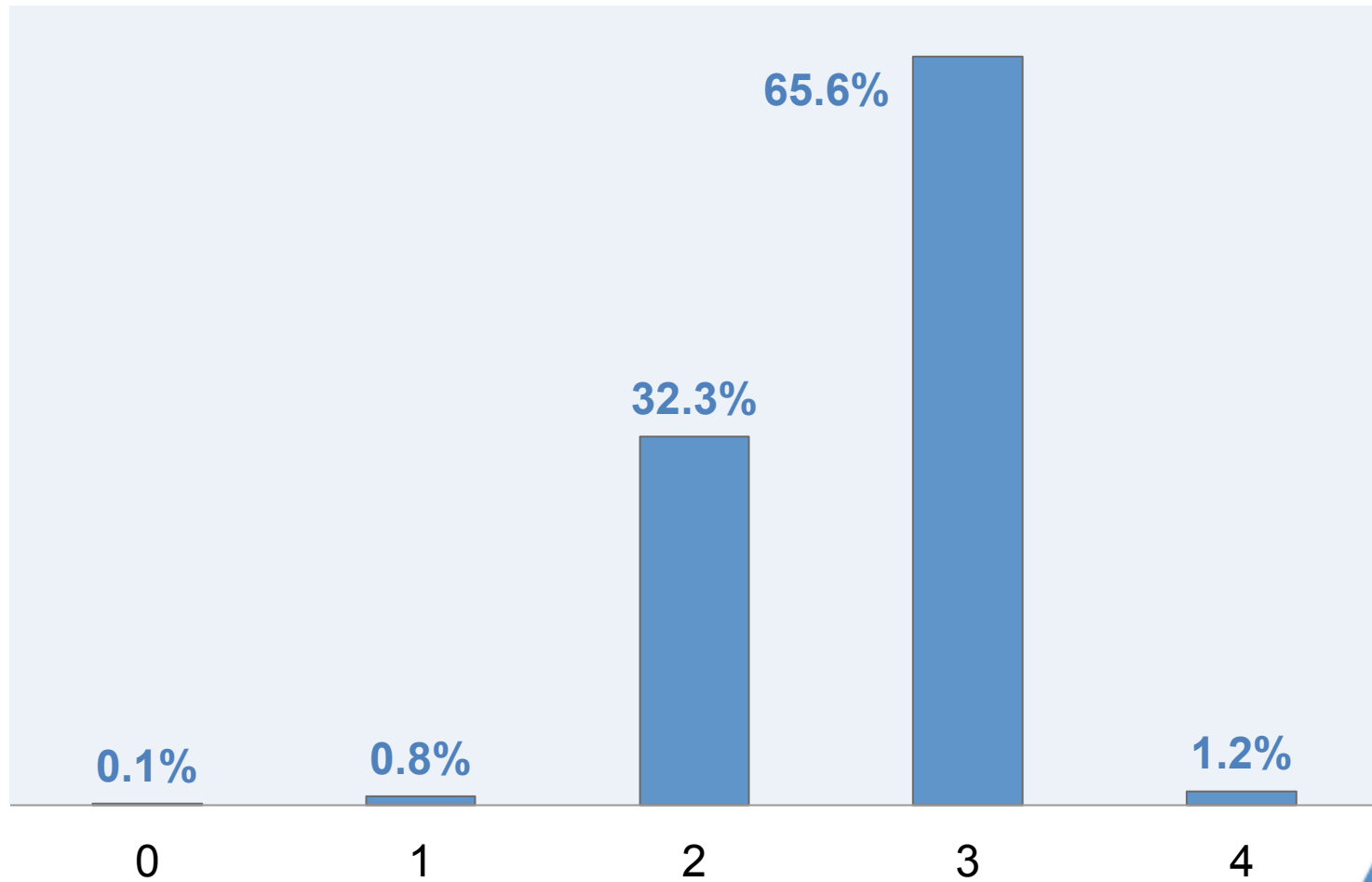


# Overall Teacher Ratings: SY13-14

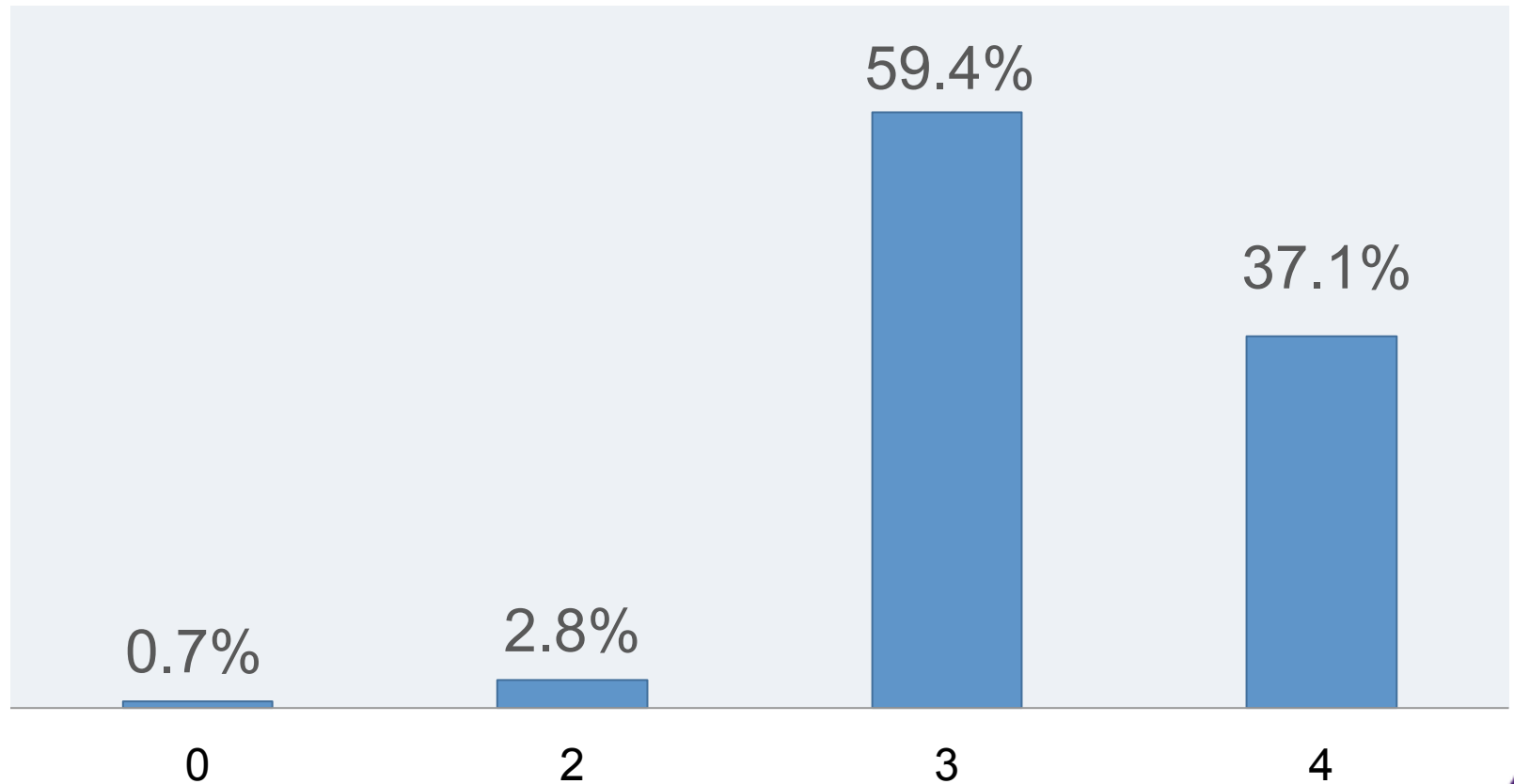
2013-14



# Classroom Observations



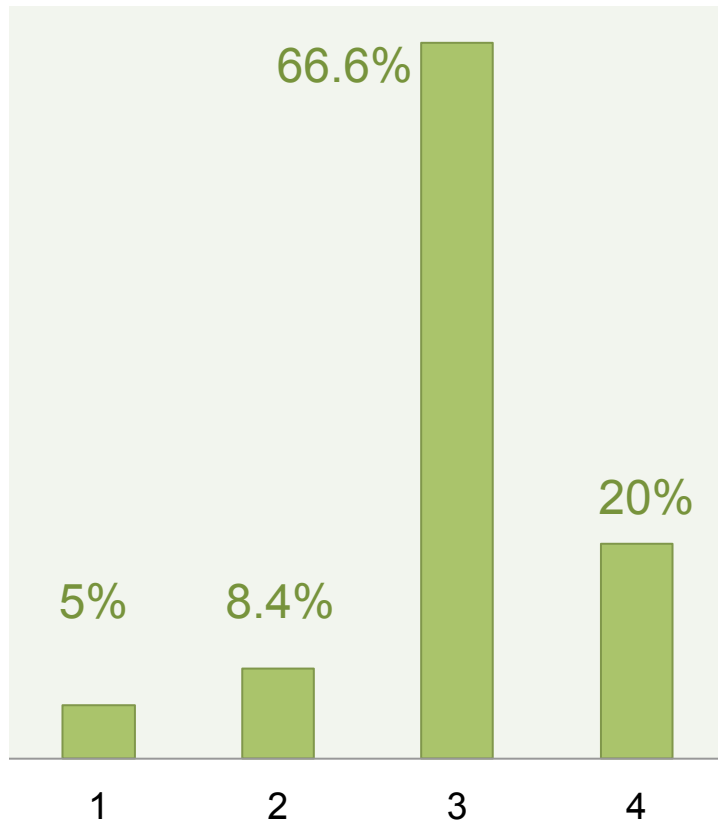
# Core Professionalism



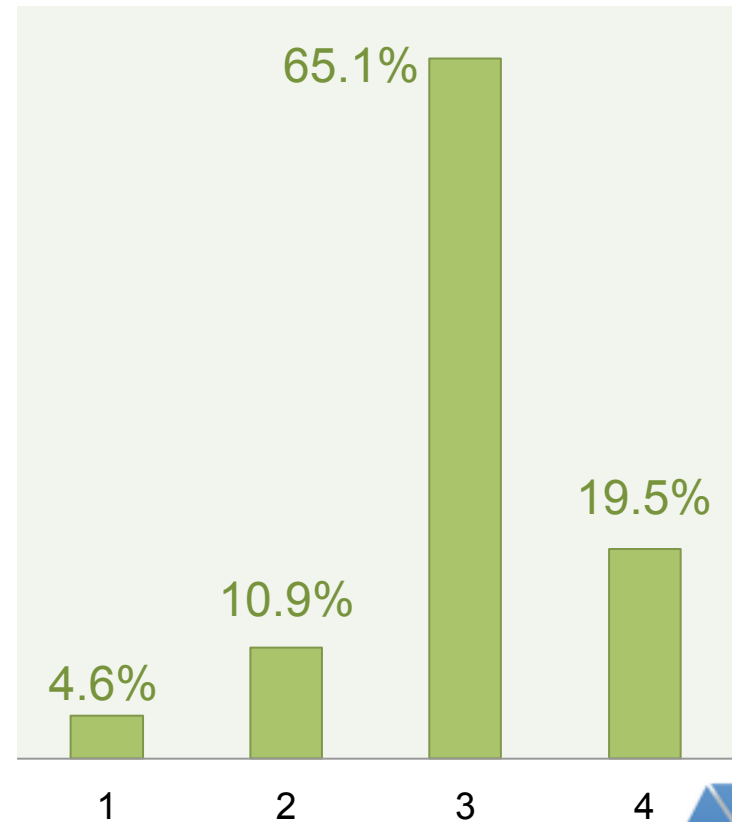


# Student Growth Percentile

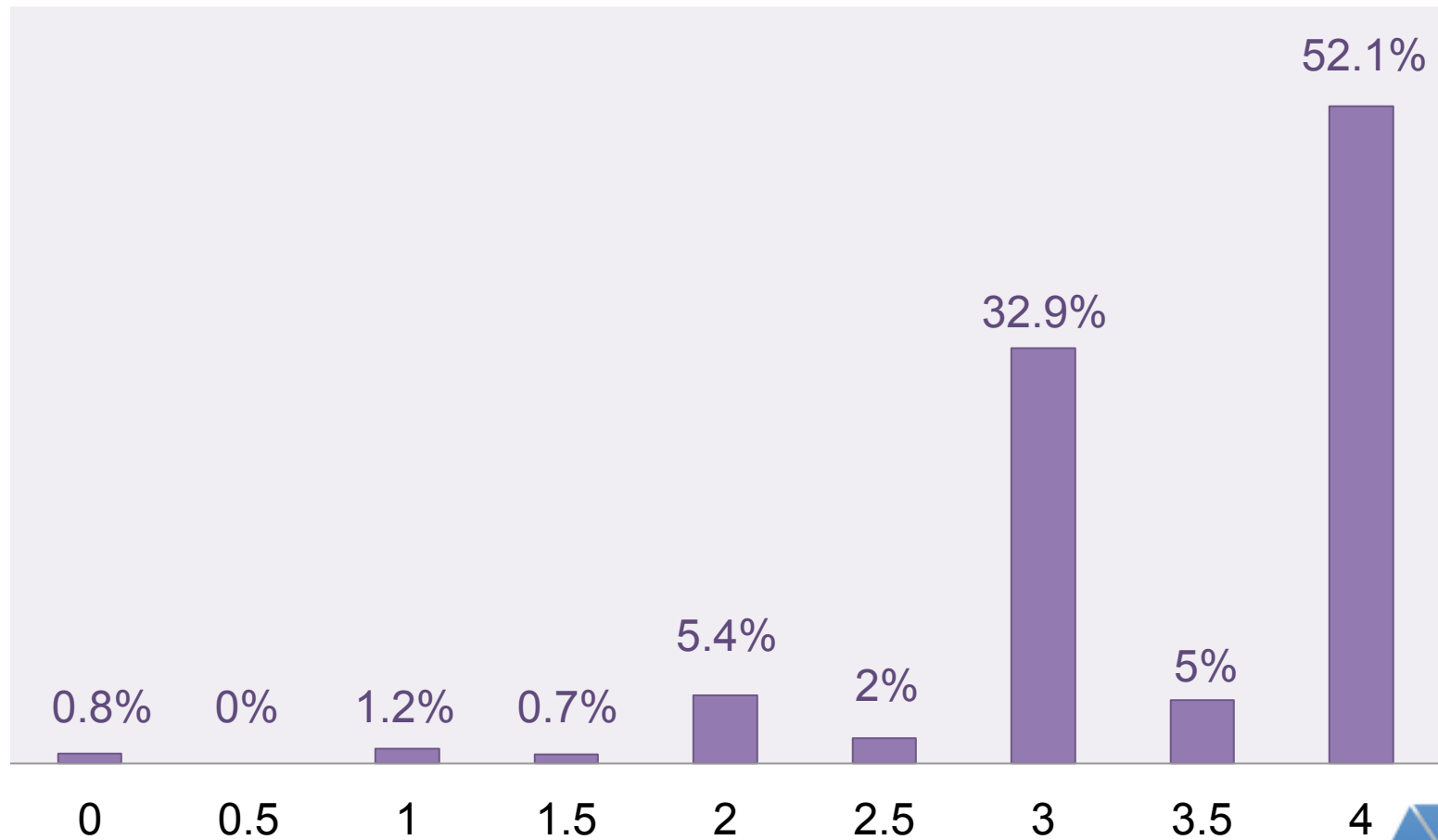
## Individual MGP



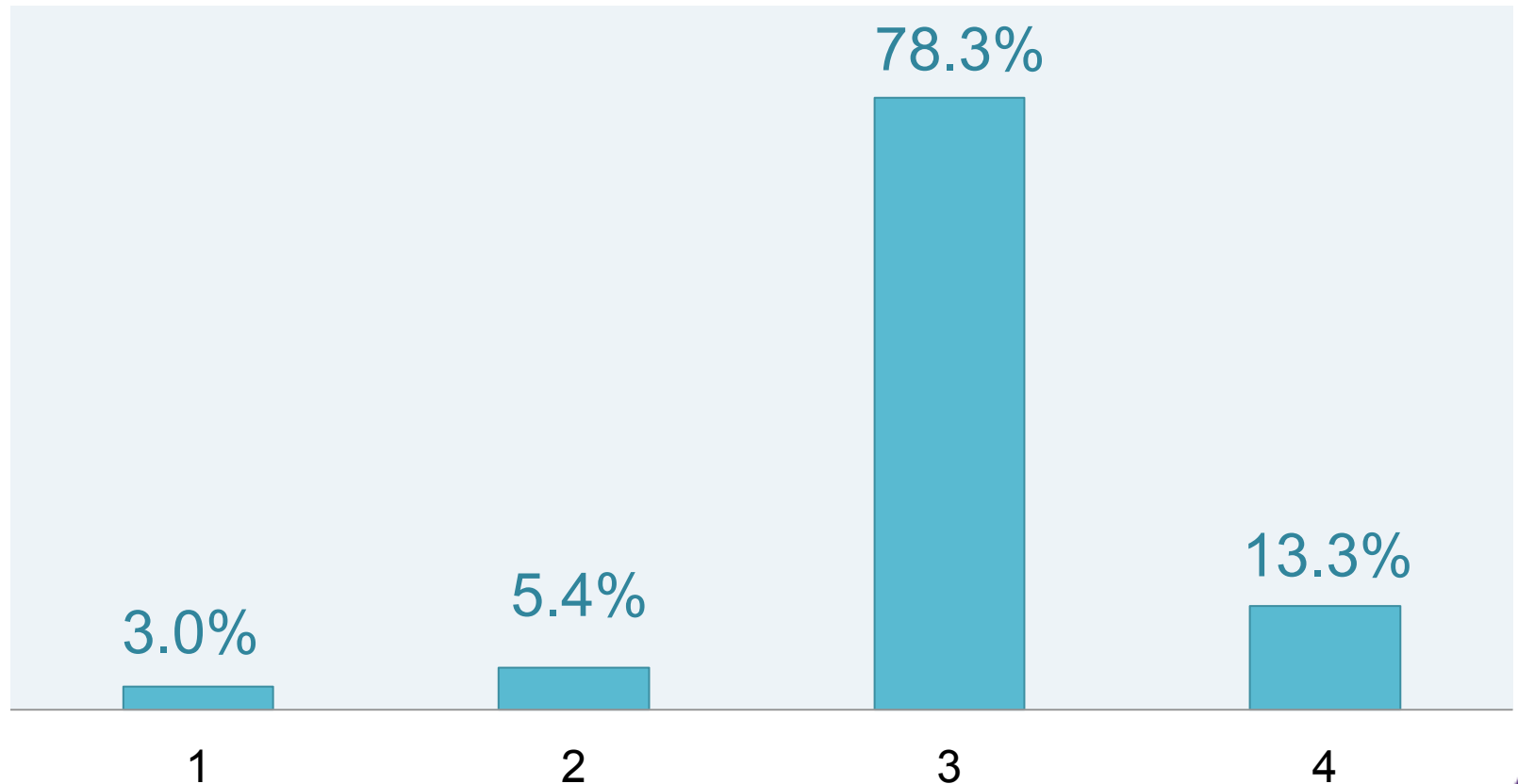
## Schoolwide MGP



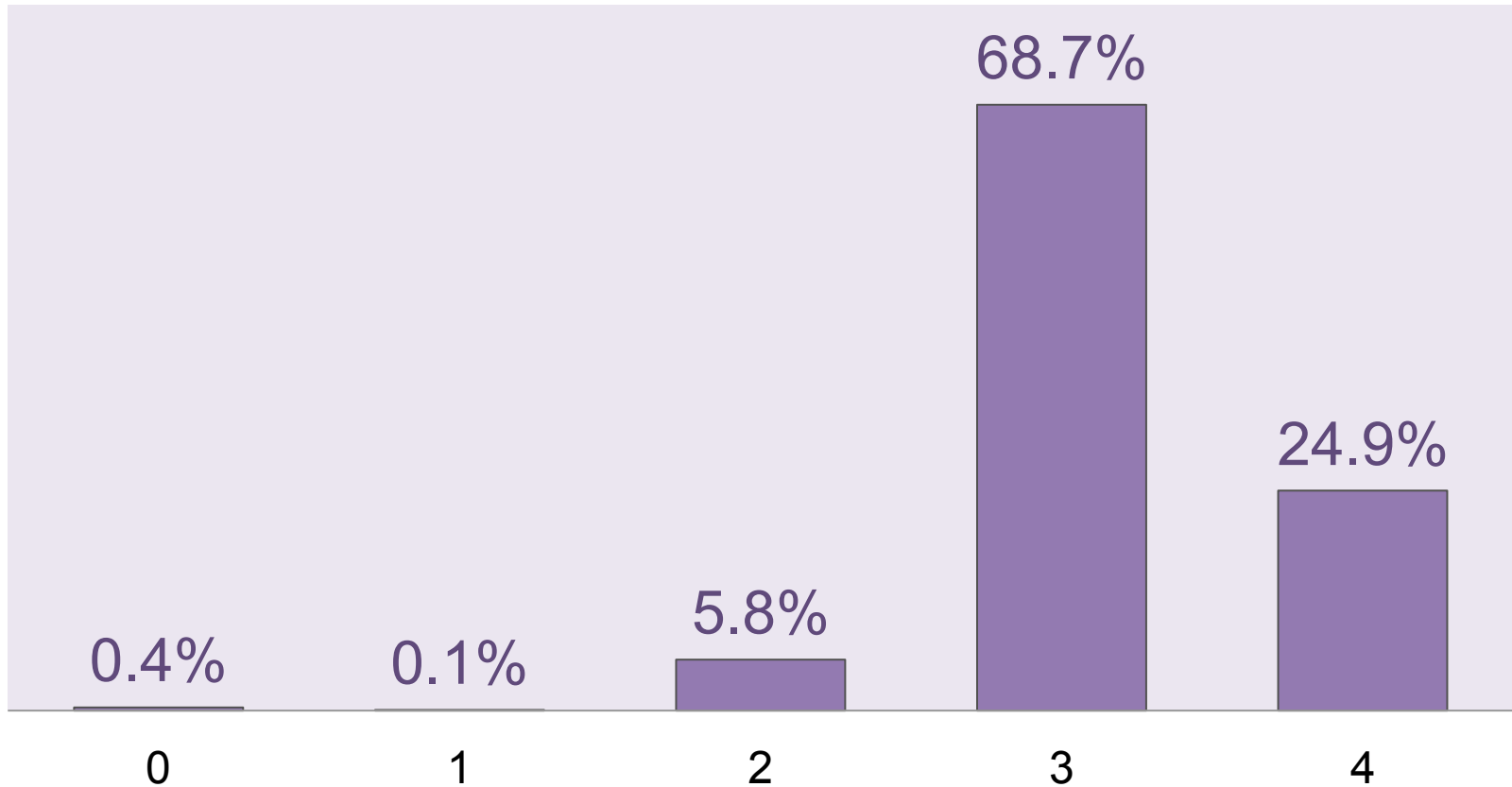
# Student Learning Objectives



# Tripod Scores



# Working Portfolio



# Impact of Performance Ratings

	2013-2014 Full Implementation	2014-2015 Full Implementation
<b>Evaluation implementation</b>	<ul style="list-style-type: none"> <li>No stakes for tenured and Prob. II and III</li> </ul>	<ul style="list-style-type: none"> <li>Informing personnel decisions</li> </ul>
<b>Highly Effective or Effective</b>	<ul style="list-style-type: none"> <li>Differentiation</li> <li>Pay increase</li> </ul>	<ul style="list-style-type: none"> <li>Pay Increase</li> </ul>
<b>Marginal</b>	<ul style="list-style-type: none"> <li>Principal Directed Growth Plan (SY 14/15)</li> <li>Pay increase (July 1, 2014)</li> <li>Personnel consequence for New Teachers (Impacts Tenure)</li> </ul>	<ul style="list-style-type: none"> <li>Principal Directed Growth Plan (SY 15/16)</li> <li>Not eligible for pay increase</li> </ul>
<b>Unsatisfactory</b>	<ul style="list-style-type: none"> <li>Personnel consequence for New Teachers</li> </ul>	<ul style="list-style-type: none"> <li>Personnel consequences for all Teachers (Tenured or Probationary)</li> </ul>

# Impact of Performance Ratings

Tenured timeline examples for [Probationary](#) Teachers

	<b>13/14</b>	<b>14/15</b>	<b>15/16</b>	<b>16/17</b>
New Teacher 1	M	E	E	Tenured
New Teacher 2	E	E	Tenured	
New Teacher 3	M	M	Personnel consequences	