



Educator Effectiveness System

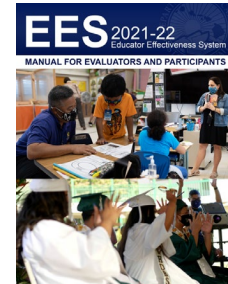
August 2021

[SY2021-22 EES Orientation Video](#)

[SY2021-22 EES Manual](#)

Click on the link

Also located on the hawaiipublicschools.org site



Implementation Timeline

- Quarter 1 safeguard during which no EES activities will commence unless mutually agreed to by both teacher and evaluator.

EES Training & Video

- Teachers new to EES are required to attend the overview training prior to the start of EES activities (see your EES EO for more information)
- All teachers are required to view the EES Orientation video (schools must keep viewership documentation)

Artifacts of Instructional Practices (AIPs)

- Use of AIP **only** when Formal Observations cannot be conducted due to unique circumstances

Student Success Plan, SSP

- Rubric #1 for Emergency Hires and Probationary teachers 0-2 only (no change)
- Rubric #2 for all other On Cycle teachers
- Rubric #3 will not be used this year

Hawaii Growth Model, HGM

- Teachers who provided language arts and/or math instruction in SY20-21 for **grades 5-8** may have an **individual** median student percentile



BU05 teachers who are:

- Non-tenured teachers at the start of SY21-22 (including emergency hires)
- Tenured teachers with the last SSN **0** or **9**
- Any teacher with a No EES Rating or rated Less than Effective for SY20-21



Upcoming:

- 9/15/21*
 - Evaluator-led **PDPDP** developed for teachers rated less than Effective in SY20-21 or on extended probation
- *Plan activities shall not begin until 10/18/21, unless there is mutual agreement between the teacher and evaluator.



Resources conveniently located on these EES Matrices (click on area for link)

2021 - 2022

Matrix for TEACHERS



Contact your [Complex Area EES Lead](#) (see the DOE intranet – EES page for contact information)

For questions, call the EES Help Desk @ 586-4072