**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

**Who’s On Cycle?**
- 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

**SY2021-22 EES Orientation Video**
**SY2021-22 EES Manual**
Click on the link
Also located on the hawaiipublicschools.org site
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