**Educator Effectiveness System**

**SY2023-24 EES Manual**

**SY2023-24 EES Orientation Video**

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**AUGUST 2023**

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- **EES Orientation Video for All Teachers**
- **EES Training for Teachers New to EES**

**Upcoming:**

- **9/1/23**
  - Evaluators may start scheduling Beginning Conferences for components *(Observation, CP, WP, IPDP, SSP/SSIO, as applicable)*

- **9/15/23**
  - Evaluators approve 1st Sem SSP/SSIO by
  - 9/18-12/8: Teachers implement SSP/SSIO

- **9/22/23**
  - Evaluator-led PDPDP developed for teachers rated less than Effective in SY22-23 or on extended probation

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**BU05 teachers who are:**

- Non-tenured teachers at the start of SY23-24 *(including emergency hires)*
- Tenured teachers with the last SSN 1 or 3
- Any teacher with a No EES Rating or rated Less than Effective for SY22-23

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Who’s On Cycle?

- August 1-31
  - Complete EES Orientation Video Training for **ALL** teachers and Overview Training for teachers **New** to EES

This is for Single Track; refer to the EES Manual for multitrack schedules

Implementation Timeline
- EES evaluation conferences and evaluation activities shall not begin prior to September 1, 2023, unless agreed to by both teacher and evaluator

Core Professionalism, CP
- Teachers will not be required to collect and submit evidence for CP for a Proficient rating
- Teachers may submit evidence in support of achieving a Distinguished rating
- Teachers are to reflect on surveys, not exclusive to student perception survey, but may also include other surveys such as SEL, school-wide, teacher-generated, etc.
- Evaluators shall clearly communicate expectations for CP and promptly inform teachers if there are any performance concerns
- Evaluators shall document any deficiencies and address performance issues through the EES Summary of Conference (SOC) process

Individual Professional Development Plans, IPDP
- Off-Cycle tenured teachers, in the school prior to their scheduled On-Cycle EES evaluation, may use the IPDP to pre-plan, brainstorm for evaluation activities, data collection, and other needs for the following evaluation year (Note: All Off-Cycle teachers are required to create an IPDP)

Artifacts of Instructional Practices, AIPs
- Continuation use of AIPs only when Formal Observations cannot be conducted due to unique circumstances

EES Conference Dates and EES Ratings
- PDE3 will be not be used and a new e-documentation tool is being prepared specifically for EES

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)

New Matrix with EES-related resources specific for SY23-24
  23-24 Matrix for Teachers

Complex Area EES Leads
- Conduct EES Training for Teachers New to EES; keep sign-in attendance record. PDE3 may be used to also document attendance; (mark Grade & Registration Status as “Complete”) use the specific course number for your Complex Area Complex Area PDE3 courses for EES Training
- Review teachers’ EES On- and Off- Cycle tracks in new electronic management system (when available)

School/Office Administrators
- Allow all teachers the opportunity to view EES Orientation video; keep a copy of sign-in sheet
- Inform Complex Area EES Leads of teachers requiring EES Training
- Review teachers’ EES On- and Off- Cycle tracks in new electronic management system (when available)

Teachers
- View EES Orientation video
- Attend EES training if new to EES

Contact your Complex Area EES Lead (see the DOE intranet – EES page for contact information)
For questions, call the EES Help Desk @ 586-4072