

2014-15 Educator Effectiveness Implementation Results

The Wisconsin Department of Public Instruction (DPI) partners with Curtis Jones, Ph.D., a researcher at the University of Wisconsin-Milwaukee, to conduct an ongoing independent, formative evaluation of the Educator Effectiveness (EE) System state model¹. Using survey data and interviews, Dr. Jones has provided preliminary evidence of teacher, principal, and district leader perceptions of the first year (2014-15) of EE System implementation. Both the evaluation report summary and full report can be found [here](#) (direct link) or at <http://uwm.edu/education/research/socially-responsible-evaluation-in-education/wisc-educator-effectiveness-system/>.

While the evaluation findings demonstrate positive results about implementation progress, other findings suggest that ongoing support are needed to realize the System's potential for educator betterment and, ultimately, student learning. Drawing on clear feedback from school districts, principals and teachers, as well as this latest evaluation report, DPI will:

1. Work with statewide partner organizations (professional associations, Cooperative Educational Service Agencies, and the Wisconsin Center for Education Research) and school districts to support implementation of a growth-oriented evaluation system through:
 - a. Highlighting promising, educative practices through the *WOW: Working on the Work* professional development series (dpi.wi.gov/ee/training-support/wow),
 - b. Developing examples of high-leverage and aligned evidence sources to help educators streamline evidence collection and allow for deeper self-reflection,
 - c. Identifying local policies and requirements that remove duplication and burden within the System, and
 - d. Analyzing future formative evaluation findings to identify implementation strategies centered on educator engagement, communication and support and trust building from which others may learn.
2. Identify more efficient technology tools for districts and educators to plan, execute, and monitor evaluation system processes by:
 - a. Identifying potential alternatives to Teachscape Reflect for managing EE data and processes for 2016-17 and beyond, and
 - b. Aligning and stream-lining state-level processes related to managing EE data across tools.

For more information on these strategies or to share input on other ideas to improve the EE System, please contact the DPI EE team [here](#) (direct link) or <http://dpi.wi.gov/ee/contact>.

¹ Survey results are only applicable to the state-model for Educator Effectiveness and are neither meant nor able to be comparable to other models in the System.