



# Sample Three-Year Implementation Plan for Building Leaders

This chart helps school district and building leaders successfully implement Educator Effectiveness (EE) over a three-year period for mandated educators.

**Notes:**

- This chart assumes districts conduct Effectiveness Cycles in accordance with the minimums established in statute. Districts may choose to formally evaluate educators more frequently than this chart indicates (for instance, districts may decide to evaluate new teachers each year in their first three years.)
- Non-mandated educators are not included on this chart. Districts should follow local protocols for evaluating non-mandated educators. For more information on identifying educators mandated to be included, please refer to the [DPI Decision Making Flowchart](#)
- Educators may gather, analyze, and store evidence of practices during supporting years that informs the evaluation process during the Summary Year.
- Evaluators will conduct a minimum of one (1) announced observation during the Summary Year, although peers may conduct formative observations during supporting years to facilitate ongoing professional development. Three to five (3-5) mini-observations can be spread out between supporting and Summary Years, as long as at least two (2) mini-observations are conducted during the Summary Year.
- An educator will still complete an EEP that contains one (1) SLO and one (1) PPG annually.
- Each educator will self-score his or her SLO at the end of the year (or interval, if SLO process is shorter than a full school year).

**Abbreviations:**

- EE: Educator Effectiveness
- EEP: Educator Effectiveness Plan
- PPG: Professional Performance Goal
- SLO: Student/School Learning Outcome Goal

For more information about Wisconsin's Educator Effectiveness System, please visit the website at: [ee.dpi.wi.gov](http://ee.dpi.wi.gov)

[Revised June 2014]

	2014-15 School Year	2015-16 School Year	2016-17 School Year
Approximately 1/3 of the Mandated Educators	<b>Conduct the Effectiveness Cycle in one year (Initiate Cycle + Summary Year)</b> <b>Who:</b> <ul style="list-style-type: none"> <li>All 2014-15 new-to-the-district mandated educators</li> <li>All mandated veteran educators who are scheduled to be evaluated during the 2014-15 school year</li> <li>Volunteer teacher leaders who are willing to go through the Effectiveness Cycle and model for/mentor others</li> </ul> <b>Educators in this group will:</b> <ul style="list-style-type: none"> <li>Create an EEP that contains a minimum of one (1) SLO and one (1) PPG.</li> <li>Participate in a minimum of one (1) announced observation and between three and five (3-5) mini-observations to gather evidence for components in Domains 2 and 3.</li> <li>Gather, analyze, and submit evidence of practice in support of components in Domains 1 and 4.</li> <li><b>Complete their first Effectiveness Cycle by the end of the school year.</b></li> </ul>	<b>Start a new Effectiveness Cycle</b> <b>Who:</b> <ul style="list-style-type: none"> <li>Mandated veteran educators who are scheduled to be evaluated during the 2017-18 school year</li> </ul> <b>Educators in this group will:</b> <ul style="list-style-type: none"> <li>Start their new Effectiveness Cycle this year.</li> <li>Serve as mentors and/or provide support to the educators in the 2015-16 Summary Year group.</li> <li>Create an EEP that contains a minimum of one (1) SLO and one (1) PPG.</li> <li>Gather and analyze evidence of practice in support of components in Domains 1 and 4, which can be submitted at any time during the Effectiveness Cycle.</li> <li>May participate in peer observations and coaching for components in Domains 2 and 3.</li> <li>May participate in mini-observations by the evaluator, which adds to the body of evidence for components in Domains 2 and 3 for the Summary Year.</li> </ul>	<b>Continue the Effectiveness Cycle</b> <b>Who:</b> <ul style="list-style-type: none"> <li>Mandated veteran educators who are scheduled to be evaluated during the 2017-18 school year</li> </ul> <b>Educators in this group will:</b> <ul style="list-style-type: none"> <li>Continue work on their Effectiveness Cycle this year.</li> <li>Serve as mentors and/or provide support to the educators in the 2016-17 Summary Year group.</li> <li>Create an EEP that contains a minimum of one (1) SLO and one (1) PPG.</li> <li>Gather and analyze evidence of practice in support of components in Domains 1 and 4, which can be submitted at any time during the Effectiveness Cycle.</li> <li>May participate in peer observations and coaching for components in Domains 2 and 3.</li> <li>May participate in mini-observations by the evaluator, which adds to the body of evidence for components in Domains 2 and 3 for the Summary Year.</li> </ul>
	<b>Start the Effectiveness Cycle</b> <b>Who:</b> <ul style="list-style-type: none"> <li>Mandated veteran educators who are scheduled to be evaluated during the 2015-16 school year who are not already part of the 2014-15 Summary Year group</li> </ul> <b>Educators in this group will:</b> <ul style="list-style-type: none"> <li>Start their Effectiveness Cycle this year.</li> <li>Create an EEP that contains a minimum of one (1) SLO and one (1) PPG.</li> <li>Gather and analyze evidence of practice in support of components in Domains 1 and 4, which can be submitted at any time during the Effectiveness Cycle.</li> <li>May participate in peer observations and coaching for components in Domains 2 and 3.</li> <li>May participate in mini-observations by the evaluator, which adds to the body of evidence for components in Domains 2 and 3 for the Summary Year.</li> </ul>	<b>Complete the Effectiveness Cycle (Summary Year)</b> <b>Who:</b> <ul style="list-style-type: none"> <li>All 2015-16 new-to-the-district mandated educators</li> <li>All mandated veteran educators who are scheduled to be evaluated during the 2015-16 school year</li> <li>Volunteer teacher leaders who are willing to go through the Effectiveness Cycle and model for/mentor others</li> </ul> <b>Educators in this group will:</b> <ul style="list-style-type: none"> <li>Create an EEP that contains a minimum of one (1) SLO and one (1) PPG. New staff members present evidence from minimum of one (1) SLO goal (current year). Veteran staff members present evidence from multiple SLOs.</li> <li>Participate in a minimum of one (1) announced observation and between three and five (3-5) mini-observations to gather evidence for components in Domains 2 and 3.</li> <li>Gather, analyze, and submit evidence of practice in support of components in Domains 1 and 4.</li> <li><b>Complete their first Effectiveness Cycle by the end of the school year.</b></li> </ul>	<b>Start a new Effectiveness Cycle</b> <b>Who:</b> <ul style="list-style-type: none"> <li>Veteran educators who are scheduled to be evaluated during the 2018-19 school year</li> </ul> <b>Educators in this group will:</b> <ul style="list-style-type: none"> <li>Start their new Effectiveness Cycle this year.</li> <li>Serve as mentors and/or provide support to the educators in the 2016-17 Summary Year group.</li> <li>Create an EEP that contains a minimum of one (1) SLO and one (1) PPG.</li> <li>Gather and analyze evidence of practice in support of components in Domains 1 and 4, which can be submitted at any time during the Effectiveness Cycle.</li> <li>May participate in peer observations and coaching for components in Domains 2 and 3.</li> <li>May participate in mini-observations by the evaluator, which adds to the body of evidence for components in Domains 2 and 3 for the Summary Year.</li> </ul>
Approximately 1/3 of the Mandated Educators	<b>Start the Effectiveness Cycle</b> <b>Who:</b> <ul style="list-style-type: none"> <li>Veteran educators who are scheduled to be evaluated during the 2016-17 school year who are not already part of the 2014-15 Summary Year group</li> </ul> <b>Educators in this group will:</b> <ul style="list-style-type: none"> <li>Start their Effectiveness Cycle this year.</li> <li>Create an EEP that contains a minimum of one (1) SLO and one (1) PPG.</li> <li>Gather and analyze evidence of practice in support of components in Domains 1 and 4, which can be submitted at any time during the Effectiveness Cycle.</li> <li>May participate in peer observations and coaching for components in Domains 2 and 3.</li> <li>May participate in mini-observations by the evaluator, which adds to the body of evidence for components in Domains 2 and 3 for the Summary Year.</li> </ul>	<b>Continue the Effectiveness Cycle</b> <b>Who:</b> <ul style="list-style-type: none"> <li>Veteran educators who are scheduled to be evaluated during the 2016-17 school year who are not already part of the 2015-16 Summary Year group</li> </ul> <b>Educators in this group will:</b> <ul style="list-style-type: none"> <li>Continue their Effectiveness Cycle this year.</li> <li>Create an EEP that contains a minimum of one (1) SLO and one (1) PPG.</li> <li>Gather and analyze evidence of practice in support of components in Domains 1 and 4, which can be submitted at any time during the Effectiveness Cycle.</li> <li>May participate in peer observations and coaching for components in Domains 2 and 3.</li> <li>May participate in mini-observations by the evaluator, which adds to the body of evidence for components in Domains 2 and 3 for the Summary Year.</li> </ul>	<b>Complete the Effectiveness Cycle (Summary Year)</b> <b>Who:</b> <ul style="list-style-type: none"> <li>All 2016-17 new-to-the-district mandated educators</li> <li>All mandated veteran educators who are scheduled to be evaluated during the 2016-17 school year</li> </ul> <b>Educators in this group will:</b> <ul style="list-style-type: none"> <li>Create an EEP that contains a minimum of one (1) SLO and one (1) PPG. New staff members present evidence from minimum of one (1) SLO goal (current year). Veteran staff members present evidence from multiple SLOs.</li> <li>Participate in a minimum of one (1) announced observation and between three and five (3-5) mini-observations to gather evidence for components in Domains 2 and 3.</li> <li>Gather, analyze, and submit evidence of practice in support of components in Domains 1 and 4.</li> <li><b>Complete their first Effectiveness Cycle by the end of the school year.</b></li> </ul>