

WISCONSIN EDUCATOR EFFECTIVENESS SYSTEM • KEY FACTS

What is the Wisconsin Educator Effectiveness System?

The Wisconsin Educator Effectiveness (EE) System is a comprehensive, performance-based evaluation system for teachers and principals using multiple measures across two main areas: professional practice and student outcomes.

- The system was developed by and for Wisconsin educators.
- The system balances professional practice with student outcomes; each counting for half of an educator's overall rating.
- The evaluation frameworks align to the 2011 InTASC standards for teachersⁱ, and the 2008 ISLLC standards for principals.

Why was the Wisconsin Educator Effectiveness System developed?

Teachers and principals make a tremendous difference in student performance. Research confirms that teacher and principal effectiveness are the two most important school factors influencing student achievement. New evaluation models were needed in Wisconsin to more accurately identify and support teacher and principal effectiveness.

What is the purpose of the Wisconsin Educator Effectiveness System?

The purpose of the EE System is to provide fair, valid, and reliable evaluation models statewide for teachers and principals that support continuous improvement of professional practice resulting in improved student learning. A number of events confirm the importance of this purpose:

- The Wisconsin Educator Effectiveness System is based on recommendations from a Design Team convened by Superintendent Tony Evers.
- The Wisconsin Educator Effectiveness System is legislated by Wisconsin Act 166 in 2011.
- The Educator Effectiveness System is a part of Wisconsin's ESEA flexibility waiver approved by the US Department of Education in 2012.
- The Measures of Effective Teaching (MET) study provides evidence of the validity and reliability of using the Danielson Framework for evaluations of teaching practice.ⁱⁱ In that study, teachers rated higher on the Danielson Framework also tended to produce higher student outcomes. These important results provide a strong case for the WI Educator Effectiveness model.

When will this system be implemented?

The Department of Public Instruction (DPI) began small developmental pilots in 2012-13 with over 600 educators. The pilot expanded in 2013-14 to include approximately an additional 1,200 educators. The system will be implemented statewide in the 2014-15 school year.

Who will be evaluated by the system?

Principals and teachers of public and 2R charter schools are mandated to be evaluated by the Wisconsin Educator Effectiveness System starting in 2014-2015. For more information please see the [Flowchart Identifying Mandated Educators](#).

Act 166 did not require the frequency of evaluations to change; only the process of evaluations. In 2014-15, District administrators will continue to evaluate educators (i.e., principals and teachers) in their first year of employment and every third year thereafter. (*updated June 2013*)

- DPI is developing modifications/guidance to the Educator Effectiveness System for certain mandated educators who do not perfectly fit within the System as it is designed. Examples of Guidance/Modifications: Assistant/Associate Principals, teachers who have a small class, teachers who have flexible groupings, co-teaching situations.
- DPI is working with WASDA, AWSA, and Pupil Services Professional Organizations to discuss the possible development of Evaluation Systems for non-mandated educators, including Instructional Leaders and Pupil Services Professionals.

How will educators be supported?

- DPI contracted with CESAS to provide districts local implementation support. [CESA Implementation Coaches](#) provide training related to Educator Effectiveness, and can answer questions/help districts plan for implementation.
- Starting in October 2013, DPI provides Educator Effectiveness implementation training as outlined in the [Training Implementation Timeline](#).
- DPI is developing several additional training and communication resources, including an [SLO Toolkit](#) Effectiveness Coach Training, and [District Administrator Toolkit](#).
- DPI sends biweekly emails to pilot team members and monthly emails to District Administrators participating in the State Model.
- Teachscape is an online observation/evaluation management system that supports the Educator Effectiveness Process. Teacher Evaluators must complete a comprehensive online training and pass an assessment to evaluate teacher practice. Teachscape also offers a plethora of Professional Development modules for teachers. DPI recommends but does not require teachers to complete Teachscape training in the Learn Section of Teachscape prior to implementation year 2014-2015.
- DPI contracted with an external evaluation team to study the pilot processes and collect feedback. DPI is also collecting feedback from additional avenues. Results are used to inform system development so refinements can be made before statewide implementation.

How can I learn more about the Wisconsin Educator Effectiveness System?

Visit the DPI's Educator Effectiveness website at: <http://ee.dpi.wi.gov>.

[Updated December 2013]

ⁱ Chief Council of State School Officers (CCSSO). (2012). The Interstate Teacher Assessment and Support Consortium. http://www.ccsso.org/resources/programs/interstate_teacher_assessment_consortium_intasc.html

ⁱⁱ Bill & Melinda Gates Foundation. (2012). Measures of Effective Teaching. <http://www.metproject.org/>