



**Date:** Friday, May 26, 2023  
**To:** District Administrators, CESA Administrators, Independent Charter School Administrators  
**From:** Jennifer Kammerud, Director, Licensing, Educator Advancement and Development (LEAD) Team  
**Subject:** Educator Effectiveness Updates

### **Educator Effectiveness in 2023-24**

In the 2022-23 school year DPI implemented a number of changes to the Educator Effectiveness (EE) System focused on reducing burden and increasing understanding of the essential elements of the system. Changes implemented last year will continue in 2023-24. Those include:

- A focus on [existing flexibilities](#) in the system.
- Updated training for evaluators, including an asynchronous [online option](#).
- A [free professional learning library](#) for all educators.
- A state [help center](#) for EE.
- Growth-focused forms in Frontline Education.
- Updated resources focused on foundational elements of the EE system.
  - [Six Requirements](#) (one-pager)
  - [EE in Practice](#) (collection of six one-pagers)
  - [Teacher Guide](#)
  - [Principal Guide](#)
- Simplified [EE survey](#).

In August of 2023, the LEAD Team will release a revised, permanent version of the interim teacher observer and evaluator training that replaced Teachscape last summer. These changes are the result of the extensive feedback on last year's pilot gathered by the Wisconsin Center for Education Research under contract with the LEAD Team.

Additionally, LEAD has contracted with Teach Forward to provide video examples of effective teaching practices aligned to the Danielson framework to support training and practice. An announcement with further details will be forthcoming closer to the start of the 2023-24 school year.

The revised training will retain its brevity and focus. All evaluators of teachers must complete the training before conducting observations of teacher practice, unless certified in Teachscape within the last 4 years. All evaluators of teachers must complete the calibration activity protocol at least once annually.

### **Frontline Education EEM Updates for State Model EE Districts**

Frontline Education EEM platform end-of-year resources are already available through the

[DPI Help Center for the Support of Frontline](#). In advance of 2023-24, please consider the following information:

- You may sign-up to adopt the flexible [growth-focused setup options](#).
- You may sign-up to have the WI Coach Evaluation setup updated to reflect the [2022 rubric updates](#).
- The [2022-23 Rollover Guide](#) provides an explanation of the new rollover option.

### **2022-23 EE System Evaluation Reminder**

EE surveys are due back to the department by June 16. Information from this survey will be used to help guide supports to school districts and independent charter schools in 2023-24.

All school districts and independent charter schools are required to complete this [brief survey](#) that contains 21 multiple choice or check box questions focused on the implementation of the [6 EE Requirements](#). The survey does not require school districts or charter schools to identify themselves, distribute questions to teachers, or provide demographic information. Further information is available in a [recent communication](#) from Deputy State Superintendent John Johnson.

If you have questions about educator effectiveness, please reach out to the [LEAD Team](#) or [Jennifer Kammerud](#), Director.