



New Educator Effectiveness (EE) System Flexibilities for School Year 2022-23

- **Reduced calibration requirements for evaluators of teachers**
 - For 2022-23, evaluators in the state model are only required to calibrate using the DPI-developed interim process once.
 - DPI will monitor the success of the interim process when selecting a new, permanent certification and calibration process for 2023-24 to support accuracy and consistency of evaluation.

- **Reduced and clarified orientation requirements for new teachers and principals**
 - EE System orientation is required for new teachers and principals but does **not** need to be a separate event.
 - Orientation can be part of other district or school orientation processes for new staff.

- **Expanded self-review**
 - Evaluators and veteran educators can collaboratively identify a subset of at least 3 components to focus evidence collection, observation, and feedback on while using the self-review as evidence for the remaining components.
 - Self-reviews can only serve as evidence of practice for experienced educators with more than three years of practice. (Please note that they *cannot* serve as evidence of practice for educators on a plan of improvement or under other local human resources processes.)

- **Combined SLO and PPG**
 - Teachers and principals are no longer required to write a separate professional practice goal (PPG), but schools and districts that want to continue to use the existing PPG may continue to do so.
 - Professional practice improvement efforts may focus on the instructional or leadership strategies identified during the student learning objective (SLO) writing process or on a professional practice goal that is closely aligned with the educator's SLO.