

UPDATED: Tuesday, April 28, 2020

Implementation of Educator Effectiveness in 2019-20

Due to [COVID-19](#), the Department of Public Instruction (DPI) recognizes school and district staff may struggle to complete the Educator Effectiveness process for 2019-20 Summary Year educators.

Supporting a Learning-Centered Process

DPI designed Educator Effectiveness as a learning-centered process. In this environment, educators will need support as schools quickly move to virtual instruction. Teachers and administrators will also need support due to anxiety in these uncertain times.

The department encourages administrators to connect with staff, regardless of their status in the Educator Effectiveness Cycle (i.e., Supporting or Summary Year), to provide instructional support and address emotional needs. Additionally, DPI urges administrators to invite educators to support each other through virtual settings during this public health emergency.

Completing 2019-2020 Educator Effectiveness Evaluation Cycles

The DPI suggests evaluators and Summary Year educators collaboratively make decisions about how to complete the Summary Year with an emphasis on learning. Even if all of the Educator Effectiveness requirements were not met or completed, evaluators could still schedule and conduct an End-of-Cycle Summary meeting with each of their Summary Year educators before the end of the year. (Note: Evaluators could conduct the meeting virtually). During these meetings, evaluators and Summary Year educators can come to an agreement on whether the Professional Practice Goal (PPG) and School/Student Learning Objective (SLO) processes, observations, and coaching conversations completed to date have resulted in a meaningful and supportive learning process, which provides a clear plan for next steps and continuous improvement.

Agreement to Close Out/Finalize the 2019-20 Educator Effectiveness Evaluation

If the evaluator and educator agree the Educator Effectiveness Plan processes, observations, and coaching conversations completed to date have resulted in a meaningful and supportive learning process, the evaluator and educator could:

- 1) document the agreement to end the Cycle without meeting all process requirements;
- 2) discuss progress towards the growth targets on the Educator Effectiveness Plan, recognizing the educator may not have had an entire year of instruction, as planned;
- 3) participate in coaching conversations about practice using specific and actionable language at the critical attribute level; and
- 4) discuss specific plans for continuous improvement moving forward using the critical attributes or equivalent.

Agreement to Extend a Summary Year

If the evaluator and educator determine the Educator Effectiveness plan processes, observations, and coaching conversations completed to date have not provided comprehensive evidence of practice or have not resulted in a meaningful and supportive learning process, then they can agree to extend the Summary Year into 2020-21. Extending the process acknowledges and builds upon the work already completed, rather than asking an evaluator and educator to start over. Once there is agreement to extend the process, the evaluator and educator could document this decision and begin planning how to meaningfully extend the evaluation process that has already started (e.g., what evidence still needs to be collected, how many observations will be conducted, how long will the process take).

The department recognizes a decision to have multiple educators extend their Summary Year could overload the ability of the evaluator to conduct the processes meaningfully. Districts have the option to

[request a waiver](#) from DPI for the Educator Effectiveness evaluations for 2019-20 Summary Year educators, rather than extend their Summary Years.

Finalizing Summary Year Evaluations

The technical and logistical processes for completing this discussion and closing out the year, extending the Summary Year, or applying for a waiver, are locally defined and determined. However, if a district or school uses the Frontline Education Employee Evaluation Management (EEM) platform, detailed instructions and technical assistance for finalizing process forms and the rollover of evaluation cycles will be available on the [WI Online Help Desk \(for state model\)](#).

Consulting Legal Counsel

Administrators should consult their legal counsel prior to making any high stakes decisions about an educator resulting from the 2019-20 Educator Effectiveness process due to the impacts of COVID-19.

The Annual WEDSR Survey (Updated: April, 28, 2020)

Each spring, the University of Wisconsin-Milwaukee (UWM) sends out [the annual Wisconsin Educator Development, Support, and Retention \(WEDSR\) survey](#). Initially, DPI planned to suspend the 2019-20 administration. However, some districts have made explicit requests for the survey to continue in 2019-20. Therefore, DPI and UWM will move forward with a modified version. UWM will send the survey to district administrators by email the week of April 27, 2020.

The modified version of the survey balances districts' interest in data to inform supports during and after the pandemic, while also recognizing the undue stress districts are experiencing due to the pandemic. Some key modifications include:

- The 2019-20 survey is entirely voluntary--No districts, schools, or educators are required to participate in the survey this year.
- UWM has shortened the survey, so it takes less time to complete.
- DPI has added a few questions specific to the COVID-19 emergency to inform state efforts to improve distance education for historically marginalized communities.
- After sending out the survey the week of April 27th, UWM will only send ONE reminder to complete the survey (one week before it closes).
- As always, UWM will keep school and district survey results private. DPI will not have access to school or district results, only state-level trends.

The email to district administrators will provide more detailed information about modifications to the 2019-20 WEDSR survey. Additional questions about the survey may be sent to Dr. Curtis Jones at jones554@uwm.edu.

Additional Questions

For technical assistance specific to the Frontline Education EEM platform for the state model:

- consult the [WI Online Help Desk](#)
- submit a request at eesupport@cesa6.org, or
- contact Laura Ruckert at laura.ruckert@dpi.wi.gov.

For questions and technical assistance specific to completing these processes within approved equivalent Educator Effectiveness models, contact your model's support staff.

For questions about the annual statewide Wisconsin Educator, Development, Support, and Retention (WEDSR) Survey from University of Wisconsin-Milwaukee (UWM), contact Dr. Curtis Jones at jones554@uwm.edu.

For all additional questions, contact Katie Rainey, Director of Educator Development & Support, at katharine.rainey@dpi.wi.gov.