



## **Educator Effectiveness (EE) System Flexibilities**

- **Certification and calibration requirements for evaluators of teachers**
  - DPI developed and implemented a new training for new-to-state-model and recertifying evaluators of teachers for 2022-23. The training and supports will now permanently replace the former *Teachscape Focus*® training and assessment. The DPI training significantly reduces the training burden compared to *Focus*®. DPI will continue to monitor training outcomes and refine the training moving forward.
  - Evaluators in the state model are only required to calibrate using the DPI-developed process once per school year.
- **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 not required to write a separate professional practice goal (PPG) and student/school learning objective (SLO). Options include:

  - Incorporate professional practice improvement efforts on the instructional or leadership strategies of the SLO. DPI's resources support this option.
  - Continue to write distinct SLO and PPG goals.