



STATE OF HAWAII
DEPARTMENT OF EDUCATION
P.O. BOX 2360
HONOLULU, HAWAII 96804

OFFICE OF THE SUPERINTENDENT

August 14, 2020

TO: Deputy Superintendent
Complex Area Superintendents
Principals (All)
Teachers

FROM: Dr. Christina M. Kishimoto
Superintendent

A blue ink signature of Dr. Christina M. Kishimoto.

SUBJECT: **Educator Effectiveness System Adjustments for School Year 2020-2021**

The Hawaii Department of Education (HIDOE) works closely with educators annually to refine the Educator Effectiveness System (EES) to strengthen supports for improving teacher practice. This year, the COVID-19 global pandemic has created unprecedented challenges requiring specific, temporary modifications to the EES to allow for additional flexibility in response to changing circumstances.

Based on feedback received from educators and the collaborative work of the Hawaii State Teachers Association-HIDOE EES Joint Committee (Committee), the following information and modifications have been approved for School Year (SY) 2020-2021.

Quarter 1 Safeguard

To allow for adequate time for training and to adjust and acclimate to evolving teaching conditions, EES evaluation conferences and evaluation activities shall not begin until after Quarter 1 (i.e., October 2, 2020), unless agreed to by both teacher and evaluator. Providing this safe environment in Quarter 1 is intended to reduce the anxiety and pressure on educators as they continue to learn and adapt.

Cycle of Evaluation and EES Tracks

To avoid potential long-term impacts caused by foregoing formal evaluation, teacher evaluations will proceed for all teachers who were scheduled to be on cycle for SY2020-2021. Teachers who are on cycle for SY2020-2021 include: all non-tenured teachers, tenured teachers whose Social Security Numbers end in 6 and 8, and any teacher who does not have a rating from SY2019-2020.

Alternative to Classroom Observation (Artifacts of Instructional Practice)

Classroom observations are a major component of the EES that were impacted due to the physical closure of schools at the end of SY2019-2020. As there continues to be uncertainty, the Committee has begun further research and development of an alternative measure of teacher practice. Based on the existing focus components for classroom observation, the Committee is developing an option to collect artifacts of instruction that would allow teachers to demonstrate their level of professional practice. Further information regarding alternatives to classroom observations will be released no later than September 8, 2020.

Release of SY2020-2021 EES Manual, Training, and Additional Support Resources and Documents

SY2020-2021 EES resources such as the EES Manual, EES Orientation Video, new teacher training presentation, and other guidance documents, will also be made available no later than September 8, 2020. However, the COVID-19 global pandemic has created an unpredictable situation and the potential for changing circumstances. As such, there may be the need to make further modifications and course adjustments, which will be announced and disseminated as soon as practicable.

Ultimately, the challenges created by the current COVID-19 public health emergency will require all of us to remain flexible and to adapt to changing circumstances as they present themselves. However, by working together, we can overcome any obstacle.

Thank you for your dedication and commitment in support of our haumana through this difficult time.

Questions about EES adjustments may be directed to the Office of Talent Management (OTM), EES Help Desk at (808) 586-4072.

CMK:sa

c: Assistant Superintendents
Complex Area EES Educational Officers
Hawaii State Teachers Association
Hawaii Government Employees Association
OTM – Certificated Personnel Regional Officers, EES Section