

**SY2019-2020 Educator Effectiveness System (EES)
Modifications due to COVID-19
Frequently Asked Questions (FAQ)**

- 1. Does “held harmless” mean that all teachers will receive an Effective rating for SY2019-2020, if an evaluation cannot be completed?**

No. The “held harmless” language in the Letter of Commitment, dated March 19, 2020, does not mean that teachers are presumed to be Effective in any component of the evaluation nor overall. Evaluations that cannot be completed shall result in a No Rating, under Scenario 3 of the memo.

- 2. Is being placed back on cycle for SY2020-2021, due to a No Rating, considered harm to a teacher?**

No, being placed back on cycle due to a No Rating is not considered harm. A No Rating will not impact pay or compensation and will not extend probation.

- 3. Will a probationary teacher (Semesters 5-6), who receives a No Rating in SY2019-2020, be given Tenure upon return in SY2020-2021?**

If the probationary teacher received Effective or Highly Effective ratings in their two prior years of EES, probation will not be extended, and they will earn tenure upon return in SY2020-2021. However, with a No Rating for SY2019-2020, they will still need to be placed on cycle for evaluation for SY2020-2021.

- 4. If tenured teachers who were on cycle for SY2019-2020 evaluation, and were unable to complete their EES for SY2019-2020, resulting in a No EES Rating, will they be placed back on cycle in SY2020-2021? If so, will they be on a different 5-year cycle as compared to those who received an Effective or Highly Effective rating this year?**

Yes, tenured teachers with a No Rating for SY2019-2020, will be placed back on cycle to be evaluated in SY2020-2021. This does not start a new 5-year rating cycle. Teachers will return to their normal and appropriate rating cycle based on the last digit of their SSN. The on-cycle SSN groups will continue to be delineated in the EES Manual.

- 5. What evaluation components are required in order for a teacher to earn an overall EES rating in SY2019-2020?**

In compliance with Board of Education (BOE) Policy 204-3, the evaluation must consist of multiple measures which include both student growth and learning, and teacher practice. For student growth and learning, a rated Student Success Plan (SSP) or School/State Improvement Objective (SSIO) is required. For teacher practice, a core professionalism rating is required at a minimum. See other FAQ questions regarding incomplete observations.

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- 6. An observation was not completed during the year (for Tenured teachers and Probationary 5-6), can a final rating still be issued based on the completed SSP/SSIO and Core Professionalism?**

Yes, based on the language on page 38, of the EES Manual, "A final rating may be rendered in situations where only the SSP/SSIO and Core Professionalism (CP) components exist and are justified by proper documentation."

- 7. For a probationary teacher (Semesters 0-4), only one of the two required observations were completed, can a final rating be issued based on this single observation if all other EES components are complete? What if no observations were completed?**

If the overall observation rating was Basic, Proficient, or Distinguished, the single observation rating can be used to calculate a final rating if all other EES components are rated.

If the observation rating was Unsatisfactory, a second observation is required (EES Manual page 23). If an additional observation was not completed, the teacher shall receive a No Rating.

Probationary teachers (Semesters 0-4), with no observations in SY2019-2020, shall also receive a No Rating.

- 8. Does evidence collection continue (by both the teacher and the evaluator) during distance learning and can it be used for evaluation?**

Data gathering and evidence collection can continue for SSP/SSIO, Working Portfolio, and CP up through a final rating meeting. Observations shall not be conducted at this time (see next FAQ).

- 9. During this period of distance learning, can an Observation be conducted during an online virtual lesson with students?**

No. The online learning environment is different than a classroom and teachers may not have been fully prepared to teach in this new environment. While many good instructional practices are universal, new skills and strategies are encouraged to be developed as teachers continue delivery of education through distance learning.

- 10. If a teacher did not turn in an acceptable SSP for approval prior to the COVID-19 closure, can they still be given a zero rating for SSP?**

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Yes. The deadline for approving a second semester SSP was February 7, 2020, and teachers should have had ample time to submit or revise an approvable SSP well before the closure of schools.

11. If a teacher has an approved SSP (second semester or year-long), can modifications be made so that a rating can be given?

Yes. Teachers shall be provided flexibility to adjust the SSP as necessary. Data collection and measures to determine growth are still required, but may be adjusted to account for impacts due to the COVID-19 closure. Evaluators shall review and approve adjustments to the SSP.

12. Would it be possible to extend the SY2019-2020 EES rating to the first semester of SY2020-2021 to complete the necessary components?

No. SY2019-2020 EES evaluations shall be completed no later than the third Friday in May (May 15, 2020). A new evaluation cycle will begin for SY2020-2021.

13. Can off-cycle teachers with documented deficiencies and support recorded prior to the end of the 3rd Quarter of SY2019-2020 be directed to be on-cycle in SY2020-2021 if they are not already scheduled to be on-cycle based on their SSN?

Yes. Follow existing guidance on page 14, of the EES Manual, and address the cycle change during an end of year conference for SY2019-2020.

14. What guidelines will evaluators use to determine whether a 2nd Semester Hire will complete their evaluation cycle for SY2019-2020 or receive a No Rating?

See FAQ guidance #5, above for the required components in order to issue an EES rating.