



STATE OF HAWAII  
DEPARTMENT OF EDUCATION

P.O. BOX 2360  
HONOLULU, HAWAII 96804

OFFICE OF THE SUPERINTENDENT

October 8, 2021

TO: Assistant Superintendents  
Complex Area Superintendents  
Principals (All)  
Teachers

FROM: Keith T. Hayashi   
Interim Superintendent

SUBJECT: **Modifications to the Educator Effectiveness System for School Year 2021-2022**

The Hawaii State Department of Education's (Department) return to full in-person learning amid current pandemic conditions demands our attention and focus in order to keep schools open and safe for students and employees. The Department has had to respond with updated safety strategies and heightened monitoring and enforcement, most notably at the school level, where workload demands have increased with COVID-related responsibilities.

In acknowledgment and recognition of the increased workload that all Department staff are experiencing, we have examined operational responsibilities that could be temporarily paused, delayed, or streamlined in order to keep prioritizing health and safety needs. To that end, the Department will implement the following modifications to the Educator Effectiveness System (EES) for School Year (SY) 2021-2022 as recommended by the EES Joint Committee.

Modifications to On-cycle/Off-cycle EES Tracks

EES evaluation ratings for all tenured teachers with effective or better ratings shall be carried over for SY 2021-2022. This action is designed to help reduce the workload of teachers and administrators as we continue to provide safe, in-person instruction for students.

Tenured teachers whose social security number (SSN) ends in 0 or 9, who were scheduled to be an on-cycle EES track in SY 2021-2022, shall be moved to an off-cycle EES track and carry over their previous rating. Their scheduled on-cycle EES track will be moved to SY 2022-2023. All subsequent EES cycles shall be shifted back by one year, as outlined in the chart below:

<b>School Year</b>	<b>On-Cycle Tenured Group</b>
SY2021-2022	N/A
SY2022-2023	Last SSN 0 & 9
SY2023-2024	Last SSN 1 & 3
SY2024-2025	Last SSN 5 & 7
SY2025-2026	Last SSN 2 & 4
SY2026-2027	Last SSN 6 & 8

Probationary teachers shall remain on an on-cycle EES track for SY 2021-2022. Probationary teachers will continue to be evaluated and progress through probation requirements in accordance with Article VI. JJ. of the Unit 5 Collective Bargaining Agreement.

Tenured teachers who received a marginal EES rating in the prior rating period or who do not have a rating to carry over from a prior rating period shall also be on an on-cycle EES track and evaluated for SY 2021-2022.

Emergency hire teachers do not need to be evaluated under the EES for SY 2021-2022. Schools shall determine the support necessary to provide feedback and assist emergency hire teachers.

Principals retain the ability to place teachers on a principal-directed professional development plan and/or onto an on-cycle EES track with appropriate documentation of performance deficiencies. Refer to page 14 of the SY 2021-2022 EES Manual for Evaluators and Participants (EES Manual). Tenured teachers with documented deficiencies shall be placed on an on-cycle EES track no later than January 21, 2022.

#### Modifications to Student Success Plans (SSP)

Formal SSP requirements as described in the EES Manual shall not be implemented in SY 2021-2022. As an alternative, classroom teachers shall participate in schoolwide or grade-level data teams, instructional learning communities, induction and mentoring activities that engage in discussions around student growth and learning, and/or similar processes designed by their school or complex area. Evidence of participation in these activities and the teacher's reflection on student growth and learning shall be used to determine a satisfactory or unsatisfactory rating on the Student Growth and Learning measure of EES. More clarification on the modified SSP requirements is available through the frequently asked questions (FAQs) posted in the Google Drive folder: [https://bit.ly/EES\\_2021-22](https://bit.ly/EES_2021-22).

### Modifications to Observation Requirements

The required number of formal observations shall be reduced to a minimum of one observation for all teachers on an on-cycle EES track in SY 2021-2022. Additional observations may be conducted as necessary, and scores will be averaged as described in the EES Manual. Teachers who receive an unsatisfactory overall observation rating shall continue to require an additional observation.

### Certification of Artifacts of Instructional Practice (AIP)

The AIP component, introduced last school year, remains as an alternative to a formal classroom observation. Clarifications to the AIP, including samples or examples of AIP artifacts, can be found in the Google Drive folder: [https://bit.ly/EES\\_2021-22](https://bit.ly/EES_2021-22).

### Extension of Quarter 1 Safeguard

To allow time for teachers and administrators to adjust to the modifications outlined above, the Quarter 1 moratorium on conducting EES evaluation components shall be extended through October 31, 2021. EES evaluation activities for those remaining on an on-cycle EES track may begin starting November 1, 2021.

### EES FAQs

FAQs have been developed to provide further clarification to components of the EES and the modifications described above. The FAQs can be found in the Google Drive folder: [https://bit.ly/EES\\_2021-22](https://bit.ly/EES_2021-22).

If there are any questions, please contact your Complex Area Lead (i.e., EES Complex Area EO) or the EES Help Desk at (808) 586-4072.

As we prioritize staff well-being as part of the 3-1-1 strategy, we will continue to evaluate the situation and the need for making additional adjustments where appropriate.

KTH:sa

c: Deputy Superintendent  
Complex Area EES Leads  
Hawaii State Teachers Association  
Hawaii Government Employees Association  
Office of Talent Management – Certificated Personnel Regional Officers, EES  
Section