



Hawaii State  
Department  
of Education

Teaching And Learning | Educator Effectiveness | Educator Effectiveness System

## Educator Effectiveness System

The Educator Effectiveness System (EES) is a comprehensive evaluation system that sets clear expectations for effective teaching, provides educators with quality feedback and support to improve their effectiveness with students, and informs professional development.



### EES Overview 2017-18

from [HIDOE - Video Production Branch](#)

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### Key resources, 2017-18

- [EES Manual](#)
- [EES Video](#)

### About the EES

To help students succeed in college and careers, it is imperative that the Hawaii State Department of Education (HIDOE) support our educators to become highly effective in their schools and classrooms. This means that administrators and teachers need feedback, coaching and data that inform them about how to improve their practice and make an impact. We are holding ourselves accountable at all levels of the organization for providing support and getting results for students.

In accordance with Board of Education Policy 203.4, the EES is centered on two equally weighted categories – **Teacher Practice** and **Student Learning and Growth**. Within those two categories, teachers receive feedback, support, and evaluation on three components:

- **30% — Classroom Observations**, using the Charlotte Danielson Framework for Teaching for classroom teachers, or **Working Portfolios** for non-classroom teachers;
- **20% — Core Professionalism**, using the Charlotte Danielson Framework for Teaching, and reflecting on data and feedback from the [Tripod Student Survey](#) and [Hawaii Growth Model](#);
- **50% — Student Learning Objectives (SLOs) / School-System Improvement Objectives (SSIO)**, focusing on standards-aligned learning goals and integrating the data team process to monitor student progress.

Based on their scores in each of these categories, educators receive an overall rating of:

- Highly Effective
- Effective
- Marginal
- Unsatisfactory

All teachers who have an overall rating of Effective or Highly Effective are eligible for pay increases the following year. Questions relating to the teacher contract and pay should be directed to the [Hawaii State Teachers Association](#). You can also view the Teachers' Salary Schedule posted to the [Working in Hawaii](#) page of this website.

### Feedback groups

Since the beginning of the EES pilot in 2011-12 Hawaii educators have had a significant voice in improving their evaluation system. The feedback has come in a variety of forms including survey responses and in-person conversations with teachers, administrators, and union officials. Continuous improvement has been based on

feedback received from various stakeholder groups (see below), Complex Area Superintendents and their EES support staff, and the HSTA-HIDOE Joint Survey (see [April 2015](#) and [April 2014](#) results).

- **Teacher Leader Workgroup (TLW):** Since 2010, the Teacher Leader Workgroup has met regularly to inform EES design and implementation. It includes more than 100 people from all 15 complex areas, and has five subcommittees focused on Non-Classroom Teachers (NCT); Student Learning Objectives (SLO); Student Growth Percentile (SGP); Classroom Observations/Core Professionalism; and Student Survey.
- **HSTA-HIDOE Joint Committee:** Reviews the EES for continuous improvement of design and implementation. Per the Collective Bargaining Agreement, the HSTA-HIDOE Joint Committee consists of four HSTA and four Department members and provides formal recommendations to the Superintendent.
- **EES Technical Advisory Group (TAG):** The TAG is comprised of national, regional, and local experts and provides recommendations on how to define technical to ensure EES fairly assesses the effectiveness of educators. Based on a review of existing HIDOE policies and practices, data, and other state and district policies and practices, the TAG provides recommendations to the Joint Committee on possible EES design modifications.
- **Principal Roundtable:** Twenty-six principals, including all members of the Hawaii Government Employees Association (HGEA) Unit 6 Board of Directors, and 14 additional sitting principals from four major islands, representing a diverse mix of schools and principal experience, are named to the Roundtable and advise the Deputy Superintendent on school policy matters.

## Supports

Teachers and administrators have access to the following to assist them with the EES process:

- **EES on the HIDOE Intranet** — [\[GO TO SITE\]](#) *Login required.*  
The Intranet is an internal website for HIDOE staff. It includes a site devoted to the EES that connects users to videos, presentations, reference documents, Frequently Asked Questions and other communications materials.
- **PDE3** — [\[GO TO SITE\]](#) *Login required.*  
PDE3 is a platform for transparent documentation between teachers and evaluators for the EES, as well as a platform to search for professional development opportunities.
- **EES Help Desk**  
The EES Help Desk will provide callers with knowledge, awareness, and understanding of the EES components. In addition, the Help Desk documents caller feedback to improve overall EES training and implementation planning.
  - Phone Number: 808-586-4072
  - Hours of Operation: 7:30 am - 3:30 pm
  - Days: Monday-Friday, except state and federal holidays and the winter break period

### [Comprehensive Evaluation System for School Administrators](#)

The EES equivalent for principals includes evaluation, mentoring and support to maximize principals' effectiveness with teachers and students.

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