



The Effectiveness Project in the Saint Francis School District

Basics about the Effectiveness Project

a. Powerful Purpose. Effective teachers and principals are the most important factor in raising student achievement. The purpose of the Effectiveness Project is to support the continuous improvement of professional educator practices that results in improved student learning.

b. Intelligent Design. The Effectiveness Project was designed by and for Wisconsin educators in collaboration with Stronge and Associates and Cooperative Education Service Agency (CESA) 6 with support and input from education stakeholder groups and political leaders. CESA 6 developed the Effectiveness Project incrementally through pilot testing, and has refined the System based on feedback from educators and Dr Stronge.

c. Multiple Measures. The System considers multiple measures of both an educator's professional practice and student outcomes. Educators collaborate with a trained evaluator to consider quality data to identify and inform individual areas of strength and professional growth based on objective evidence.

Benefits of the Effectiveness Project

a. Fairer evaluations. The Effectiveness Project gives principals and administrators training, support, and tools to help eliminate bias and provide feedback to educators more consistently and fairly.

b. Empowering teachers and principals. The Effectiveness Project acknowledges the critical role of educators and allows them to own their professional growth, through opportunities to reflect on and refine practice to meet student needs. Educators can use Effectiveness Project to coach and mentor each other based on identified strengths and growth opportunities.

c. Benefits to parents and students. Educators will receive ongoing feedback and targeted professional development that helps them meet the changing needs of their students. The Effectiveness Project will make it much more likely that every student benefits from effective teaching every day.

d. Benefits to schools. The Effectiveness Project complements other efforts to increase student achievement. Just as schools are raising standards for students through the implementation of college- and career-ready standards, schools also are clarifying our expectations for teachers so they have the knowledge and skills to help students meet these standards.

Facts about the Effectiveness Project

a. The Effectiveness Project builds on what educators already do every day. This allows educators to improve immediately rather than at the end of the year; and it allows them to show that improvement through objective rubrics and performance-based feedback. Educators in the EE pilot found the System showed what good teaching and leadership looks like, and provided useful feedback. Everyone can continue to improve; EE can help identify how to do it.

b. The Effectiveness Project was designed to be a consistent, sustainable process statewide. Many elements of the System allow for local flexibility, and leave implementation decisions up to individual districts. The Wisconsin Department of Public Instruction continues to refine the system based on district feedback to help meet the goal of providing meaningful feedback to help educators improve student learning.