



December 2018

## ESSA's EQUITABLE DISTRIBUTION OF EFFECTIVE EDUCATORS STATE REPORTING REQUIREMENT

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On December 10, 2015, President Obama signed the Every Student Succeeds Act (ESSA) which reauthorized the Elementary and Secondary Education Act and enacted significant changes from the previous iteration of the law, the No Child Left Behind Act. One element required by this law is for states to annually report "how low-income and minority children enrolled in schools assisted under Title I, Part A are not served at disproportionate rates by ineffective, out-of-field, or inexperienced teachers." This public reporting requirement has become known as *equitable distribution of effective educators*.

ESSA is a civil rights law and aims to support students most in need. Thus, these reporting requirements are intended to identify inequities in the distribution of educators across schools to ensure that low-income and minority students do not have a greater likelihood of being taught by teachers who are working out of their field of certification, are new to the profession, or are ineffective.

The annual report will not publicly identify individual educators as effective or ineffective. All data will be reported at the school level.

### Definition of Effective Educator

The Pennsylvania Department of Education has defined effective educator with three data points, as required by federal law.

- **Inexperienced.** Inexperienced educators have three or fewer years of teaching experience.
- **Out-of-Field.** Out-of-field educators are assigned to teach outside the area covered by his/her Pennsylvania certification.
- **Ineffective.** Ineffective educators attain a score of "ineffective" based on the aggregate of the following four elements of the current educator effectiveness system:
  - Student Growth Measure as measured by a Student Learning Objective portion of the educator rating (20 percent)
  - Teacher Observation and Practice Domain 2 (30 percent)
  - Teacher Observation and Practice Domain 3 (30 percent)
  - Teacher Observation and Practice Domain 4 (20 percent)

The Department developed this definition of ineffective educator after receiving input from stakeholders who attended three engagement meetings across the state.

### Effective Educator Reporting and Confidentiality

Employers will not report individual educator designations as effective or ineffective to the Department; only aggregate numbers by building will be reported. The data will be reported publicly in Autumn 2019.

For more information about the federal equitable distribution of effective educators indicator, PSEA members may contact Brad Hull ([bhull@psea.org](mailto:bhull@psea.org)) in PSEA's Education Services Department.