



Revised, February 2021

Evaluation of Temporary Professional Employees in Pennsylvania's Revised Educator Effectiveness System (beginning in 2021-22)

On March 27, 2020, Governor Wolf signed Act 13 to enact important protections for public schools related to the COVID-19 pandemic. In addition to these protections, Act 13 revised Pennsylvania's Educator Effectiveness System in significant ways.¹ ***These revisions will begin in the 2021-22 school year.***

This *Advisory* addresses changes to the Educator Effectiveness System relating to temporary professional employees beginning in 2021-22. Evaluation of tenured professional employees beginning in 2021-22 is addressed in a separate *Advisory*.

Temporary professional employees currently are evaluated in the same system as professional employees. This makes it difficult for employers to issue semi-annual ratings and delays annual ratings until several months into the following school year. Some temporary professional employees have expressed concern that this delay impedes the receipt of important feedback on their practice. In addition, the inclusion of building-level and teacher-specific student achievement data holds temporary professional employees accountable for elements of the school over which they exercise very little control.

Beginning in 2021-22, Pennsylvania's revised Educator Effectiveness System will require all temporary professional employees to be evaluated entirely on observation of professional practice. Observation of professional practice will continue to be measured in the four domains of Charlotte Danielson's Framework.

For temporary classroom teachers, the four domains will be weighted in the following manner:

Planning and Preparation	20 percent
Classroom Environment	30 percent
Instruction	30 percent
Professional Responsibilities	20 percent

For temporary non-teaching professionals, the four domains are weighted evenly:

Planning and Preparation	25 percent
Educational Environment	25 percent
Delivery of Service	25 percent
Professional Development	25 percent

For More Information

For general information about the evaluation of temporary professional employees beginning in 2021-22, please contact Dr. Gina Gullo in PSEA's Education Services Division: ggullo@psea.org. For specific information related to the evaluation of temporary professional employees in your district, please contact your UniServ Representative. For information about the revised system for evaluating tenured professional employees, please consult PSEA's *Advisory, Evaluation of Tenured Educators in Pennsylvania's Revised Educator Effectiveness System*.

¹ For additional information on the new educator evaluation system, see PSEA's webpage: [Educator Evaluation Reform](#).