



Revised, April 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 On March 27, 2021, the Educator Effectiveness Rating Tool and associated rules and regulations (Title 22, Part I, Subpart A, §19) were published in [Vol. 51, No. 13 of the Pennsylvania Bulletin](#). **These revisions will take effect beginning 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 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 at least twice annually with evaluations based entirely on Observation & Practice. Observation & Practice is 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 |

These changes are reflected in the new rating forms for temporary professional classroom teachers (Form 13-1 on p. 1659 in the PA Bulletin) and temporary professional non-teaching professionals (Form 13-3 on p. 1669).

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.

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