

CREATING
OPPORTUNITIES
FOR STUDENTS TO
KEEP WYOMING
STRONG



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MEMORANDUM NO. 2018-063

TO: School District Superintendents
Personnel Directors

FROM: Brent Bacon, Chief Academic Officer

DATE: May 21, 2018

SUBJECT: Educator Equity Data Collection

INEFFECTIVE EDUCATOR DEFINITION, EDUCATOR EQUITY DATA COLLECTION

To satisfy requirements in the Every Student Succeeds Act (ESSA), the Wyoming Department of Education (WDE) will collect data on educator effectiveness to ensure that minority and low-income students are not disproportionately served by ineffective teachers.

From November 2017 until April 2018, a stakeholder group consisting of representatives from 16 Wyoming school districts, the Professional Teaching Standards Board (PTSB), the University of Wyoming (UW), the Wyoming Education Association (WEA), and WDE staff convened to determine the definition of an ineffective educator in Wyoming. As defined by this group, an ineffective teacher is a teacher (one who has completed 3+ years of teaching) who shows a pattern* of ineffective practices, as determined by a trained evaluator, in locally selected competencies that align to the [Wyoming 2014 Standards](#), as demonstrated by an unwillingness or inability to:

WY 2014 Standard	Teaching Practices
Learner & Learning	<ul style="list-style-type: none">Plan and prepare to meet the needs of all students.Establish an environment most conducive for learning.

WY 2014 Standard	Teaching Practices
Content Knowledge	<ul style="list-style-type: none"> Apply a depth and breadth of current content knowledge.
Instructional Practice	<ul style="list-style-type: none"> Use highly effective instructional practices. Use student data and/or formative assessment to individualize instruction.
Professional Responsibilities	<ul style="list-style-type: none"> Seek continual professional growth and engage in ethical professional practice. Communicate and collaborate effectively with all stakeholders.

**A pattern is defined as at least two of the above practices in three years or three areas over a career.*

The WDE will deploy the WDE752 Educator Equity Data Collection on May 21, 2018 with a closing date of June 29, 2018, based on the ineffective educator definition and within the context of each school district's teacher evaluation system. The WDE752 will be pre-populated with the names of teachers as reported on the fall 2017 WDE602. Teachers hired after the WDE602 collection date or who were mistakenly not reported on the WDE602 will need to be manually entered. The WDE will further use WDE652 data to ensure all teachers were evaluated and reported.

The WDE752 Educator Equity Data Collection instructions are attached.

For more information, contact Mark Bowers, Title II-A Program Manager, at mark.bowers@wyo.gov or 307-777-8739.

For technical assistance, contact Donal Mattimoe, Data Analyst, at donal.mattimoe@wyo.gov or 307-777-6391.