The Every Student Succeeds Act requires states to identify ineffective educators and the Wyoming Department of Education had previously released a provisional definition in Memorandum 2018-063. A revision to the provisional definition has occurred to reflect stakeholder feedback and practicality in application.

Revised Ineffective Teacher Definition

An ineffective teacher is an experienced 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:

<table>
<thead>
<tr>
<th>WY 2014 Standard</th>
<th>Teaching Practices</th>
</tr>
</thead>
</table>
| Learner & Learning |  - Plan and prepare to meet the needs of all students  
                      - Establish an environment most conducive for learning |
<p>| Content Knowledge |  - Apply a depth and breadth of current content knowledge |</p>
<table>
<thead>
<tr>
<th><strong>WY 2014 Standard</strong></th>
<th><strong>Teaching Practices</strong></th>
</tr>
</thead>
</table>
| Instructional Practice | • Use highly effective instructional practices  
                        • Use student data and/or formative assessment to individualize instruction |
| Professional Responsibilities | • 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 consecutive years.

Earlier this year, the WDE752 Educator Equity Data Collection was completed in conjunction with the ineffective educator definition. An FAQ on the WDE752 is available [here](#).

---

*For more information, contact Mark Bowers, Title II-A Program Manager, at [mark.bowers@wyo.gov](mailto:mark.bowers@wyo.gov) or 307-777-8739.*

*For WDE752 technical assistance, contact Donal Mattimoe, Data Analyst, at [donal.mattimoe@wyo.gov](mailto:donal.mattimoe@wyo.gov) or 307-777-6391.*