



# Pennsylvania Act 13 of 2020: Educator Effectiveness

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## Introduction

[Act 13 of 2020 \(Act 13\)](#) was signed into law by Governor Tom Wolf on March 27, 2020 and revises the Act 82 Educator Effectiveness (EE) process used to evaluate professional employees in PreK-12 education across Pennsylvania beginning in the 2021-22 school year.

The revised rating system affects classroom teachers, non-teaching professional employees, and principals, as defined in Act 13:

- Classroom teachers are defined as professional employees or temporary professional employees who provide direct instruction to students related to a specific subject or grade level.
- Non-teaching professional employees are defined as professional employees or temporary professional employees who are education specialists or provide services and are not classroom teachers.
- Principals are defined as principals, assistant or vice principals, and directors of career and technical education. NOTE: Supervisors of special education (non-teaching professionals under Act 82) are considered principals for the purposes of Act 13.

In accordance with the legislation, the Pennsylvania Department of Education (PDE) conducted research and collaboration to update the rubrics in consultation with a stakeholder group comprised of education experts, parents of school-age children enrolled in a public school, teachers, and administrators. On March 27, 2021, the following EE revisions were published in the PA Bulletin:

- Domains for the evaluation of observation and practice measures
- Regulations addressing teacher-specific and LEA selected measures
- Regulations addressing principal performance goals
- Building level data calculations
- Rating forms for impacted professional employees, including an interim rating option for a professional employee who received an unsatisfactory rating on the annual evaluation

In summer 2021, PDE will release related discussion prompts and evidence of practice to assist in a consistent application of the Educator Effectiveness evaluation metrics. PDE will also offer professional development programs tailored to the specific groups of employees evaluated under Act 13 and differentiated for evaluators as well as individuals being evaluated.

## Impact on Educator Effectiveness

### Observation & Practice

- The four domains of Observation & Practice remain unchanged.
- The weighting of Observation & Practice increases (where it does not remain consistent).

### Building Level Data

- The weighting of Building Level Data decreases.
- The total score for Building Level Data is adjusted proportionally for each school building to address economically disadvantaged student populations ('challenge multiplier').
- Four indicators are removed from the calculation of Building Level Data:

Act 82	Act 13
<ul style="list-style-type: none"><li>• Academic Achievement (State Assessments)</li><li>• Academic Growth (PVAAS)</li><li>• Attendance</li><li>• Promotion/Graduation</li><li><del>• Closing Achievement Gap—All Students</del></li><li><del>• Closing Achievement Gap—Historically Underperforming Students</del></li><li>• Advanced Achievement</li></ul>	<ul style="list-style-type: none"><li>• Academic Achievement (State Assessments)</li><li>• Academic Growth (PVAAS)</li><li>• Attendance</li><li>• Graduation</li></ul>

### Teacher-Specific Data (TSD): Statewide Assessments, Growth, and IEP Goals Progress (teacher rating only w/available data as applicable and attributable to the teacher)

- The weighting of Teacher-Specific Data: Statewide Assessments, Growth, and IEP Goals Progress decreases.
- Locally Developed School District Rubrics are moved to LEA Selected Measures.

### LEA Selected Measures

(teacher rating, interim ratings, NTP transfer option only)

- Notwithstanding the addition of Locally Developed School District Rubrics, the LEA Selected Measures (currently Elective Data under Act 82) remain unchanged.
- The weighting of LEA Selected Measures decreases.

**Performance Goals**  
(principal rating only)

- The Elective Data measure and the Correlation Data measure are removed.
- A new measure is established: Performance Goals, which may be district or building specific and are determined by the supervisor and principal prior to school year.

**Rating Percentage by Professional Employee and Evaluation Category\***

The following table offers a summary of the various measures to be utilized in the evaluation of Educator Effectiveness per Act 13.

Professional Employee Evaluated		Observation & Practice	Building Level Data	TSD: Statewide Assessment, Growth, IEP Goals Progress	LEA Selected Measures	Performance Goals
Classroom Teacher	Data Available Teacher	70%	10%	10%	10%	
	Non-Data Available Teacher	70%	10%	10% IEP Goals Progress only	10%	
	Teacher w/out Building Level Data	80%		10% IEP Goals Progress only	10%	
	Temporary Teacher	100%				
Non-Teaching Professional (NTP)	NTP w/Building Level Data	90%	10%			
	NTP w/out Building Level Data	100%				
	Temporary NTP	100%				
Principal	Principal w/Building Level Data	70%	10%			20%
	Principal w/out Building Level Data	80%				20%

\*Any interim rating of a professional employee who received an unsatisfactory rating on the annual evaluation shall be comprised of 70% Observation & Practice and 30% LEA Selected Measures, applying practice models, domain weighting, and local measures as evaluated using the interim rating tool, 13-4.