

About

Please note that there are no changes to the closeout process from the 2023-24 school year.

This document outlines the steps of the EEM closeout process for evaluators in LEAs using the Employee Evaluation Management (EEM) system to manage educator evaluations.

Please note: LEAs not using EEM to manage evaluations should consult the [Data Collection Specification Document](#).

Important Dates

Thursday, July 31, 2025 – LEAs need to upload their educator evaluation data to RIDE.

After this date, any changes to a 2024-25 evaluation should be made by submitting a letter from the district superintendent to RIDE’s Director of Educator Excellence and Certification services, Gina Masiello, (Gina.Masiello@ride.ri.gov).

Steps for Completing Educator Evaluations

The available options are:

1. **If the educator is receiving a FULL EVALUATION in 2024-25**
2. **If the educator is NOT receiving a full evaluation in 2024-25**

Option 1

If the educator is receiving a FULL EVALUATION in 2024-25:

1. Make sure you submit the following forms prior to submitting the Final Effectiveness Rating Report Form:

Teacher Forms	Support Professional Forms	Building Administrator Forms
✓ Classroom Observation Forms	✓ Professional Practice Scoring Form	✓ Professional Practice Scoring Form
✓ Professional Responsibilities Scoring Form	✓ Professional Responsibilities Scoring Form	✓ Professional Responsibilities Scoring Form
✓ SLO/SOO Results and Scoring Form	✓ SLO/SOO Results and Scoring Form	✓ Student Learning Objective/Student Outcome Objective Results and Scoring Form
✓ *Student Learning Scoring (SL Options)		

*For those LEAs implementing either Embedded Practice or Student Learning Goals, teachers using either option must have the evaluation type, ‘Teacher SL Options.’

- Open Final Effectiveness Rating Report form. Please wait for scores to load on the report.
- Evaluators must complete the Evaluation Status section for all educators. Click within the box that says: **Yes, this educator RECEIVED a full evaluation this year.**

Evaluation Status

For more information about how the Final Effectiveness Rating is calculated, please see pages 34-41 of the Rhode Island Model Evaluation and Support System for Teachers Guidebook. Access the guidebook here ([click to launch](#)).

Evaluation Status		
	Yes	No
Did this educator receive a full evaluation?	Yes, this educator RECEIVED a full evaluation this year.	No, this educator DID NOT receive a full evaluation this year.

If the evaluation process was not completed and a Final Effectiveness Rating will not be calculated for this educator, please enter the reason below.

Reason for no Final Effectiveness Rating:

Extended absence
 Cyclical process
 Other*




*If Other, please explain:

- Select the correct radio button for each educator.

Is this a long-term substitute?

Yes No

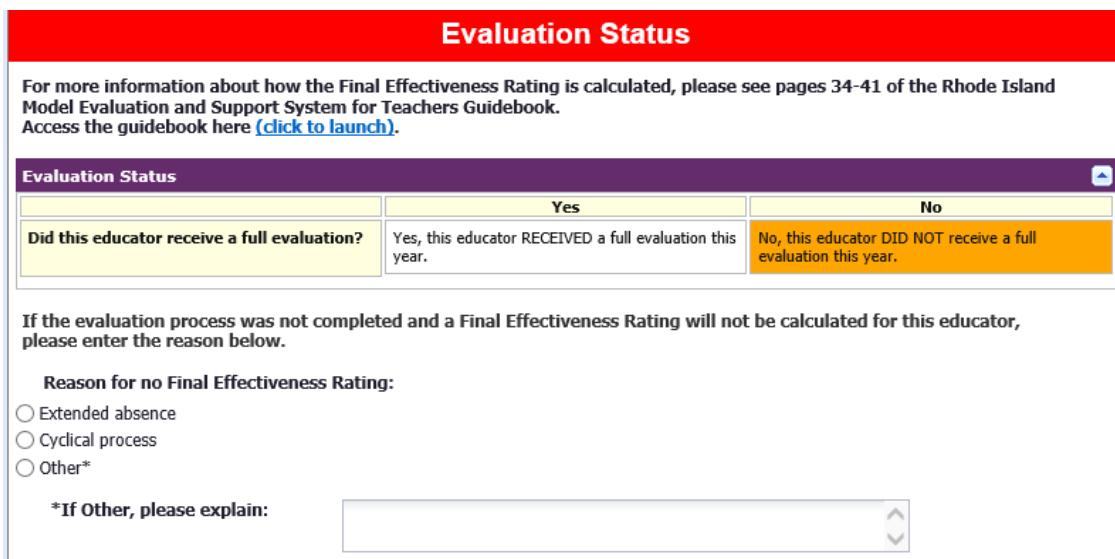
- Review the Final Effectiveness Rating report for each educator. Make sure that all information is pulling into the form correctly before clicking **Submit** at the bottom of the form. Do not submit a Final Effectiveness Rating Form if pieces of data appear missing; instead, go back to Step 1 and confirm that dependency forms were submitted *prior* to submitting the Final Effectiveness Rating (FER) Report or contact your District Configuration Administrator (DCA) for support.
- Finalize **ALL** evaluation forms for teachers, support professionals, and building administrators **including optional or unused forms** (e.g., Self-Assessment). To do this, click the “Thumbs Up” button next to the form (shown below). Once all forms within the component are finalized, the “folder” will be auto-finalized.

Component Name	Progress	Status	
Teacher Optional Self-Assessment	0 of 1	Incomplete	  
Element Name	Schedule/Assigned Admin	Status	
Optional Self-Assessment (Teacher)	Unassigned	Incomplete	   

Option 2

If the educator is NOT receiving a full evaluation in 2024-25:

1. Open the Final Effectiveness Rating Report.
2. Evaluators must complete the Evaluation Status section for educators. Click within the box that says **No, this educator DID NOT receive a full evaluation this year.**
3. Select one of the following reasons for No Final Effectiveness Rating – THIS IS REQUIRED.
 - **Extended absence** – Select this option if the educator did not work a full 135 days (or equivalent, if the educator works part-time).
 - **Cyclical process** (Teachers & Support Professionals ONLY) – Select this option if the educator was not scheduled to have a full evaluation this year.
 - **Other** – Click this if the educator did not receive a full evaluation for another extenuating circumstance and provide detail about the situation in the box on the form (e.g., termination, resignation, etc.).



The screenshot shows a web form titled "Evaluation Status" with a red header. Below the header, there is a purple bar with the title "Evaluation Status" and a close button. The main content area has a white background and contains the following text: "For more information about how the Final Effectiveness Rating is calculated, please see pages 34-41 of the Rhode Island Model Evaluation and Support System for Teachers Guidebook. Access the guidebook here ([click to launch](#))." Below this is a table with two columns: "Yes" and "No". The "Yes" column contains the text "Yes, this educator RECEIVED a full evaluation this year." and the "No" column contains "No, this educator DID NOT receive a full evaluation this year." Below the table, there is a section titled "Reason for no Final Effectiveness Rating:" with three radio button options: "Extended absence", "Cyclical process", and "Other*". Below these options is a text input field with the label "*If Other, please explain:" and a small up/down arrow icon on the right side.

- **Informal Year** (Building Administrators ONLY) - Select this option if the building administrator completed an informal year in a multi-year evaluation cycle using the differentiated model 2024-25.

Evaluation Status

For more information about how the Final Effectiveness Rating is calculated, please see pages 29-34 of the Rhode Island Model Evaluation and Support System for Building Administrators Guidebook. Access the guidebook here ([click to launch](#)).

Evaluation Status		
	Yes	No
Did this educator receive a full evaluation?	Yes, this educator RECEIVED a full evaluation this year.	No, this educator DID NOT receive a full evaluation this year.

If the evaluation process was not completed and a Final Effectiveness Rating will not be calculated for this educator, please enter the reason below.

Reason for no Final Effectiveness Rating:

Extended absence
 Informal Year
 Other*

*If Other, please explain:

- When you scroll to the bottom, you should now see **Not Evaluated** as the Final Effectiveness Rating at the bottom of the form.

Rating

Not Evaluated

Score

0

<p>Classroom Environment (0/100)</p> <input style="width: 90%;" type="text"/>	<p>Final Effectiveness Ratings</p> <ul style="list-style-type: none"> ■ Highly Effective 360 - 400 ■ Effective 295 - 359.9 ■ Developing 200 - 294.9 ■ Ineffective 100 - 199.9 ■ Not Evaluated 0 - 99
<p>Instruction (0/100)</p> <input style="width: 90%;" type="text"/>	
<p>Professional Responsibilities (0/80)</p> <input style="width: 90%;" type="text"/>	
<p>Student Learning (0/120)</p> <input style="width: 90%;" type="text"/>	

- Select the correct radio button for each educator.

Is this a long-term substitute?

Yes No

- Click **Submit** at the bottom of the form.
- Finalize **ALL** evaluation forms for teachers, support professionals, and building administrators **including optional or unused forms** (e.g., Self-Assessment). To do this, click the “Thumbs Up” button next to the form (shown below). Once all forms within the component are finalized, the “folder” will be auto finalized.

Component Name	Progress	Status	
Teacher Optional Self-Assessment	0 of 1	Incomplete	
Element Name	Schedule/Assigned Admin	Status	
Optional Self-Assessment (Teacher)	Unassigned	Incomplete	

Troubleshooting

Problem: One or more scores or ratings are missing from the Final Effectiveness Rating Report.

Steps to Take: Make sure you click **Submit** at the bottom of the End of Year Scoring Forms first because the Final Effectiveness Rating Report relies on data from these forms.

If you have submitted forms but the scores still are missing, click Edit Form at the bottom of each of the following forms and then submit them again:

- Professional Responsibilities Scoring Form
- Professional Practice Scoring Form (support professionals and building administrators)
- Student Learning Results and Scoring Form

If you are still not seeing the Final Effectiveness Form, please submit a Help Desk ticket to Frontline.

For support or questions, submit a help desk ticket at pgsupport@frontlineed.com.

Steps for Evaluators to Monitor Progress for Evaluation Completion

1. Click the **Detail View** to monitor form/evaluation completion.

Detail View

Detail View Filters

Filters

Classification(s): --Click to Select-- Building(s): --Click to Select--

Eval Type(s): --Click to Select--

Component(s): --Click to Select--

Form(s): --Click to Select--

Apply

Evaluation Administration - Detail View

Element	Component	User	Admin	Eval Type	Eval Start Date	Eval End Date	Schedule	Status	Date Completed	Building(s)	Department(s)	Grade(s)
Beginning-Of-Y...	BA Beginning-of...	Appel, Carrie	Not Assigned	Building Admini...	07/01/2017	06/30/2018	Not Scheduled	Not Scheduled		None	None	None
Beginning-Of-Y...	BA Beginning-of...	Danielson, Dem...	Not Assigned	Building Admini...	07/01/2017	06/30/2018	Not Scheduled	Not Scheduled		Building A	None	None
Beginning-Of-Y...	SP Beginning-of...	LaBounty, M...	Not Assigned	Support Profess...	07/01/2017	06/30/2018	Not Scheduled	Not Scheduled		None	None	None
Beginning-Of-Y...	SP Beginning-of...	Danielson, Dem...	Not Assigned	Support Profess...	07/01/2017	06/30/2018	Not Scheduled	Not Scheduled		Building A	None	None
Beginning-Of-Y...	Teacher Beginn...	Annavarjula, ...	Not Assigned	Teacher	07/01/2017	06/30/2018	Not Scheduled	Not Scheduled		None	None	None
Beginning-Of-Y...	Teacher Beginn...	Danielson, Dem...	Not Assigned	Teacher	07/01/2017	06/30/2018	Not Scheduled	Not Scheduled		None	None	None
Classroom Obs...	Teacher Classro...	Danielson, Dem...	Admin, MLP	Teacher	07/01/2017	06/30/2018	Not Scheduled	Awaiting Ackno...	04/08/2018 5:2...	None	None	None
Classroom Obs...	Teacher Classro...	Annavarjula, ...	Not Assigned	Teacher	07/01/2017	06/30/2018	Not Scheduled	Not Scheduled		None	None	None

2. Click the Status column header and engage its Filter to find forms in a status other than Complete and find all the forms that are **not** in Awaiting Acknowledgment or Awaiting Finalization Status.

Views: Application Default

Status	Date Completed	Building(s)	Department(s)	Grade(s)	Group(s)
Not Scheduled	Sort Ascending		None	None	None
Not Scheduled	Sort Descending		None	None	None
Not Scheduled	Columns				
Not Scheduled	Filters				
Not Scheduled					
In Progress					
Not Scheduled					

Filters

- Proposed
- Scheduled
- In Progress
- Awaiting Acknowledgment
- Awaiting Finalization
- Complete

Need help? Have questions?

Submit a help desk ticket at pgsupport@frontlined.com.