Columbus City Schools
2019-2020 Evaluation Process For Classroom Teachers (OTES)
“Full” Evaluation Cycle

Performance on Standards

Educator Self-Assessment
(Evaluator Completes by September 6)

Professional Growth/Improvement Plan Conference
(Evaluator and Educator Complete by September 27)

Semester 1 Observation Cycle
(Evaluator and Educator Complete by January 14)
- Pre-Observation Conference
- 1 Observation (at least 30 min) & 1-4 Walkthroughs (10-20 min)
- Post-Observation Conference

Semester 2 Observation Cycle
(Evaluator and Educator Complete by March 31)
- Pre-Observation Conference
- 1 Observation (at least 30 min) & 1-4 Walkthroughs (10-20 min)
- Post-Observation Conference
- Holistic Performance Rating (Assigned by Evaluator)

Final Conference
(Evaluator and Educator Complete by May 8)

Teacher Performance on Standards 50%
Teacher Student Growth Measures 50%

Final Summative Rating
- Ineffective
- Developing
- Skilled
- Accomplished

Student Growth
Classroom Teachers Are In One Of Four Categories:

A1: Teacher Instructs Value-Added Subjects Exclusively
Rating Based on Teacher-Level Value-Added Results (50%)

A2: Teacher Instructs Value-Added Subjects, But Not Exclusively
Rating Based on Teacher-Level Value-Added Results in Proportion to the Teacher’s Schedule (10-50%)
and 2 Student Learning Objectives (0-40%)

B: Approved ODE Vendor Assessment Teacher-Level Data
Rating Based on Teacher-Level Approved Vendor Assessment Results (10%)
and 2 Student Learning Objectives (40%).

C: Teacher Instructs No Value-Added Subjects
Rating Based on 2 Student Learning Objectives (50%).

5 Student Learning Objectives are due September 27. Student Learning Objective scores must be submitted by March 31.

1 Educators with a final summative rating of Accomplished annually develop a self-directed Professional Growth Plan by September 27. Educators with a final summative rating of Skilled also annually develop a Professional Growth Plan initiated by the educator and completed collaboratively with the evaluator. Educators with a final summative rating of Developing annually develop a Professional Growth Plan with their evaluator who will grant final approval of the plan. Educators with a final summative rating of Ineffective will develop an improvement plan with their evaluator who will grant final approval of the plan.

2 The Professional Growth Plan Conference may be combined with the Semester 1 Pre-Observation Conference during the same meeting, but all appropriate documentation must be completed for each.

3 The Semester 1 Post-Observation Conference may be combined with the Semester 2 Pre-Observation Conference during the same meeting, but all appropriate documentation must be completed for each.

4 Evaluator and Educator discuss Holistic Performance Rating, Student Growth Measure Rating, and Final Summative Rating. Educator receives printout of Final Summative Rating.

Revised June 6, 2019