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)

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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.

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**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%).

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

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Revised June 6, 2019
Columbus City Schools
2019-2020 Evaluation Process For Classroom Teachers (OTES)
“Skilled” Evaluation Cycle

Performance

<table>
<thead>
<tr>
<th>Educator Self-Assessment</th>
<th>(Educator Completes by September 6)</th>
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</thead>
<tbody>
<tr>
<td><strong>Professional Growth Plan Conference</strong>&lt;sup&gt;2&lt;/sup&gt;</td>
<td>(Evaluator and Educator Complete by September 27)</td>
</tr>
</tbody>
</table>
| **Observation Cycle** | (Evaluator and Educator Complete by March 31)
| a) 1 Observation (at least 30 min) |
| b) 1 Conference |
| **Final Conference**<sup>3</sup> | (Evaluator and Educator Complete by May 8) |

1 An educator moving from an LSP position to a Classroom Teacher position or making a significant switch in LSP job responsibilities is required to go through the Full Evaluation Cycle. An educator moving from a Classroom position to an LSP position is required to go through the Full Evaluation Cycle.

2 Educators with a final summative rating of Skilled annually develop a Professional Growth Plan initiated by the educator and completed collaboratively with the evaluator.

3 Evaluator and Educator discuss Final Summative Rating. Educator receives printout of Final Summative Rating.

Classroom Teacher
Student Growth Measure (SGM) Final Rating
Teacher must generate a SGM rating of average or higher (3 or above) to maintain the “Skilled” Final Summative rating.

Final Summative Rating

Skilled

SGM Final Rating Reported to Ohio Department of Education

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<sup>5</sup> (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<sup>5</sup> (40%).

C: Teacher Instructs No Value-Added Subjects
Rating Based on 2 Student Learning Objectives<sup>5</sup> (50%).

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

Revised June 6, 2019
Columbus City Schools
2019-2020 Evaluation Process For Classroom Teachers (OTES)
“Accomplished” Evaluation Cycle

Performance

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Self-Directed Professional Growth Plan
( Educator Completes by September 27)

Observation Cycle
(Evaluator and Educator Complete by March 31)

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<tr>
<td>b) 1 Conference</td>
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Final Conference
(Evaluator and Educator Complete by May 8)

Classroom Teacher
Student Growth Measure (SGM) Final Rating

Teacher must generate a SGM rating of average or higher (3 or above) to maintain the “Accomplished” Final Summative rating.

Final Summative Rating
Accomplished

SGM Final Rating Reported to Ohio Department of Education

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%).

1 An educator moving from an LSP position to a Classroom Teacher position or making a significant switch in LSP job responsibilities is required to go through the Full Evaluation Cycle. An educator moving from a Classroom position to an LSP position is required to go through the Full Evaluation Cycle.

2 Educators with a final summative rating of Accomplished annually develop a self-directed Professional Growth Plan.

3 Evaluator and Educator discuss Final Summative Rating. Educator receives printout of Final Summative Rating.

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

Revised June 6, 2019