

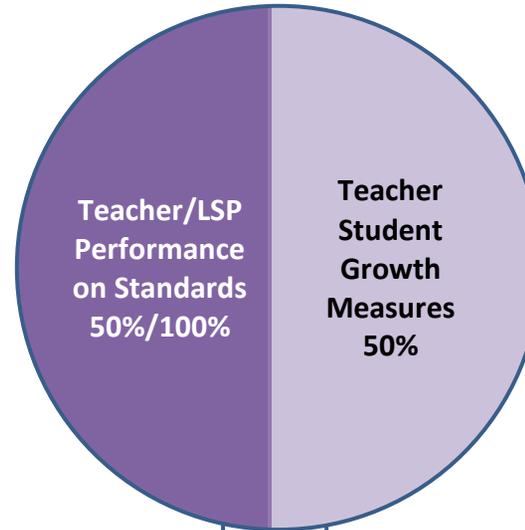


Columbus City Schools 2015-2016 Evaluation System Classroom Teachers and Licensed Support Professionals (LSP)

Full Evaluation Cycle

Performance

Educator Self-Assessment and Goal Setting (Teacher/LSP Completes by September 11)
Professional Growth/Improvement Plan¹ & Goal Setting Conference² (Evaluator and Teacher/LSP Complete by September 30)
Semester 1 Observation Cycle (Evaluator and Teacher/LSP Complete by January 15)
a) Pre-Observation Conference ² b) 1 Observation (at least 30 min) & 1-4 Walkthroughs (10-20 min) c) Post-Observation Conference ³
Semester 2 Observation Cycle (Evaluator and Teacher/LSP Complete by April 15)
a) Pre-Observation Conference ³ b) 1 Observation (at least 30 min) & 1-4 Walkthroughs (10-20 min) c) Post-Observation Conference
Final Conference⁴ (Evaluator and Teacher/LSP Complete by May 10)



Final Summative Rating

- Ineffective

Developing

Skilled

Accomplished

Student Growth

Classroom Teachers Are In One Of Two Categories:

As a result of changes in Ohio Revised Code per House Bill 64, value-added ratings (Categories A1 & A2) will not be used as a part of the Ohio Teacher Evaluation System (OTES) during the 2015-16 School Year. Teachers will instead create 2 Student Learning Objectives ³ (50%)
B: Approved ODE Vendor Assessment Teacher-Level Data Rating Based on Teacher-Level Approved Vendor Assessment Results (10%) and 2 Student Learning Objectives ⁵ (40%)
C: Teacher Instructs No Value-Added Subjects Rating Based on 2 Student Learning Objectives ⁵ (50%)

⁵ Student Learning Objectives are Due October 16.

¹ Teachers with “above expected” levels of student growth for the previous year develop a professional growth plan. Teachers with “expected” levels of student growth or do not have a rating for the previous year develop a professional growth plan collaboratively with their evaluator. Teachers with “below expected” levels of student growth for the previous year will develop an improvement plan with their credentialed evaluator. The evaluator will approve the improvement plan.

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

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 both.

⁴ Teacher and Evaluator discuss Holistic Performance Rating, Student Growth Measure Rating, and Final Summative Rating.