

## **Columbus City Schools**

## 2019-2020 Evaluation Process For Classroom Teachers (OTES)

"Full" Evaluation Cycle

### **Performance on Standards**

#### **Educator Self-Assessment**

(Educator Completes by September 6)

## Professional Growth/Improvement Plan<sup>1</sup> Conference<sup>2</sup>

(Evaluator and Educator Complete by September 27) 1

### **Semester 1 Observation Cycle**

(Evaluator and Educator Complete by January 14)

- a) Pre-Observation Conference<sup>2</sup>
- b) 1 Observation (at least 30 min) & 1-4 Walkthroughs (10-20 min)
- c) Post-Observation Conference<sup>3</sup>

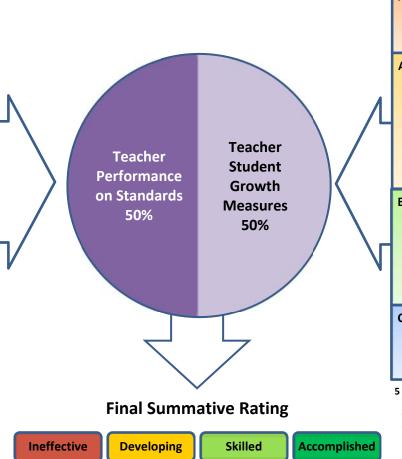
## **Semester 2 Observation Cycle**

(Evaluator and Educator Complete by March 31)

- a) Pre-Observation Conference<sup>3</sup>
- b) 1 Observation (at least 30 min) & 1-4 Walkthroughs (10-20 min)
- c) Post-Observation Conference
- d) Holistic Performance Rating (Assigned by Evaluator)

## Final Conference<sup>4</sup>

(Evaluator and Educator Complete by May 8)



#### **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%).

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.

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.

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.

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

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