![Ohio | Department of Education]

Teacher Performance

Teacher performance is determined by using the Teacher Performance Evaluation Rubric consisting of indicators based on the Ohio Standards for the Teaching Profession (/getattachment/Topics/Teaching/Educator-Evaluation-System/Ohio-s-Teacher-Evaluation-System/Teacher-Performance-Ratings/Rev_TeachingProfession_aug10.pdf.aspx) . The evaluation process requires the evaluator to use evidence gathered in a variety of avenues (professional growth or improvement plan, observations, walkthroughs, and conferences) to determine a teacher performance rating. The diagram below (11/25/15) displays the sequence of activities teachers and credentialed evaluators will follow throughout the year.

Teacher Performance on Standards*

Accomplished, Skilled or Developing Final Summative Ratings =
Professional Growth Plan

Ineffective Final Summative Rating =
Improvement Plan

Formal observation and classroom walkthroughs/informal observations

Pre-conference

Observation

Post-conference

Complete performance rubric

Mid-Year Review and Conference

Formal observation and classroom walkthroughs/informal observations

Pre-conference

Pre-conference
Observation *(both completed by May 1)*
Post-conference
Complete performance rubric
Written report *(by May 10)*

Final Review and Conference

*For evaluations in years prior to 2015-2016, teachers with average or higher growth wrote professional growth plans and those with less than average growth wrote improvement plans.

Teacher Evaluation Resource Packet

OTES Model Packet (/getattachment/Topics/Teaching/Educator-Evaluation-System/Ohio-s-Teacher-Evaluation-System/Teacher-Performance-Ratings/OTES-Model-122315.pdf.aspx)   (12/23/15)

OTES Resource Packet (/getattachment/Topics/Teaching/Educator-Evaluation-System/Ohio-s-Teacher-Evaluation-System/Teacher-Performance-Ratings/OTES-Resource-Packet-122215.doc.aspx)   (12/22/15)

Access individual forms below:

Self-Assessment (/getattachment/Topics/Teaching/Educator-Evaluation-System/Ohio-s-Teacher-Evaluation-System/Teacher-Performance-Ratings/Self-Assessment-3-11-15.doc.aspx)

Professional Growth Plan (/getattachment/Topics/Teaching/Educator-Evaluation-System/Ohio-s-Teacher-Evaluation-System/Teacher-Performance-Ratings/Professional-Growth-Plan-3-11-15.doc.aspx)

Improvement Plan (/getattachment/Topics/Teaching/Educator-Evaluation-System/Ohio-s-Teacher-Evaluation-System/Teacher-Performance-Ratings/Improvement-Plan-122215.doc.aspx)   12/22/15)

Pre- and Post-Conference Sample Questions (/getattachment/Topics/Teaching/Educator-Evaluation-System/Ohio-s-Teacher-Evaluation-System/Teacher-Performance-Ratings/Pre-and-Post-Conference-Sample-Questions111015.pdf.aspx)   (11/10/15)

Teacher Performance Evaluation Rubric (/getattachment/Topics/Teaching/Educator-Evaluation-System/Ohio-s-Teacher-Evaluation-System/Teacher-Performance-Ratings/Teacher-Performance-Evaluation-Rubric-120215.doc.aspx)

Conducting a Walkthrough / Informal Observation (/getattachment/Topics/Teaching/Educator-Evaluation-System/Ohio-s-Teacher-Evaluation-System/Teacher-Performance-Ratings/Conducting-a-Walkthrough-Informal-Observation.doc.aspx)

Post-conference Planning (/getattachment/Topics/Teaching/Educator-Evaluation-System/Ohio-s-Teacher-Evaluation-System/Teacher-Performance-Ratings/Post-conference-Planning.doc.aspx)

Final Summative Rating of Teacher Effectiveness (/getattachment/Topics/Teaching/Educator-Evaluation-System/Ohio-s-Teacher-Evaluation-System/Teacher-Performance-Ratings/Final-Summative-Rating-of-Teacher-Effectiveness.doc.aspx)

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