



Columbus City Schools

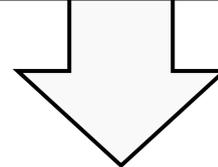
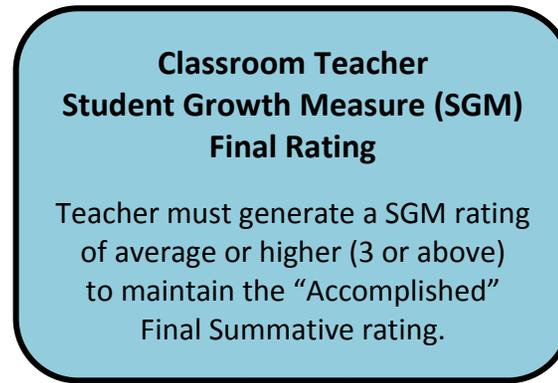
2018-2019 Evaluation Process For Classroom Teachers (OTES)

“Accomplished” Evaluation Cycle

Performance

Educator Self-Assessment (Educator Completes by September 7)
Self-Directed Professional Growth Plan² (Educator Completes by September 28)
Observation Cycle (Evaluator and Educator Complete by March 29) a) 1 Observation (at least 30 min) b) 1 Conference
Final Conference³ (Evaluator and Educator Complete by May 10)

- 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.



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 ⁵ (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 ⁵ (40%).
C: Teacher Instructs No Value-Added Subjects Rating Based on 2 Student Learning Objectives ⁵ (50%).

⁵ Student Learning Objectives are due September 28. Student Learning Objective scores must be submitted by March 29.

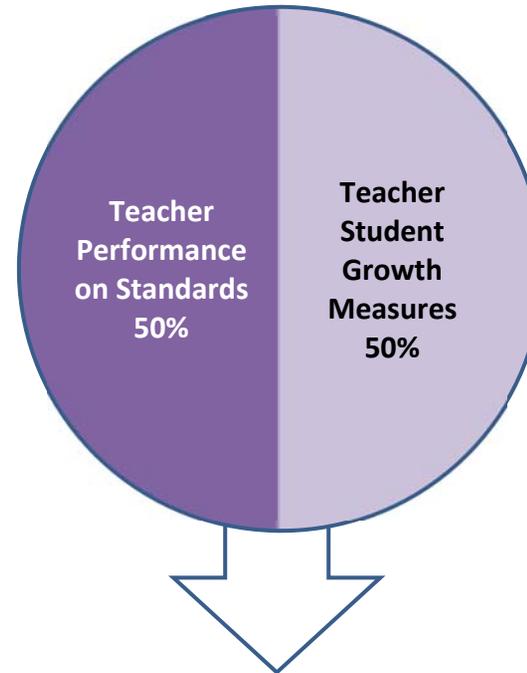


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2018-2019 Evaluation Process For Classroom Teachers (OTES)

“Full” Evaluation Cycle

Performance on Standards

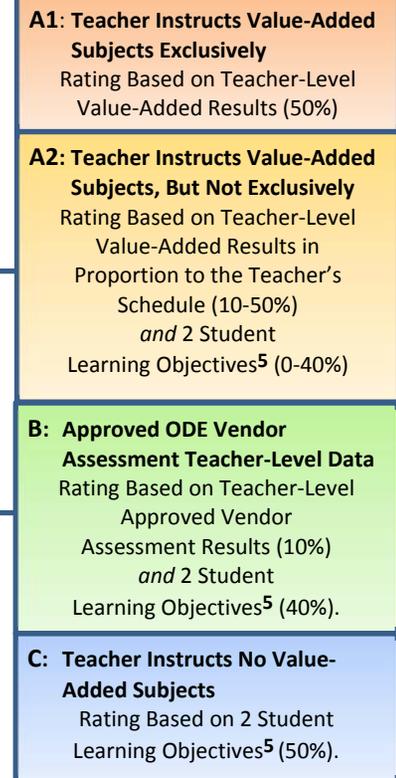


Final Summative Rating



Student Growth

Classroom Teachers Are In One Of Four Categories:



⁵ Student Learning Objectives are due September 28. Student Learning Objective scores must be submitted by March 29.

¹ Educators with a final summative rating of **Accomplished** annually develop a self-directed **Professional Growth Plan by September 28**. 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.

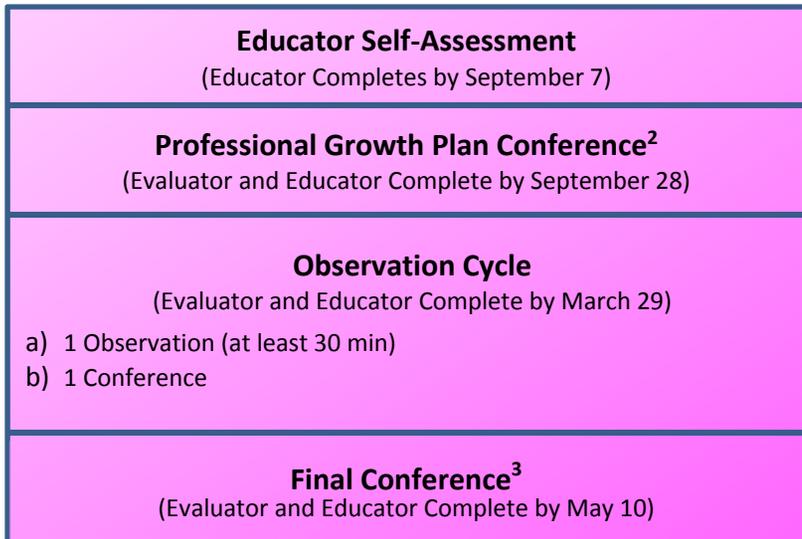


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2018-2019 Evaluation Process For Classroom Teachers (OTES)

“Skilled” Evaluation Cycle

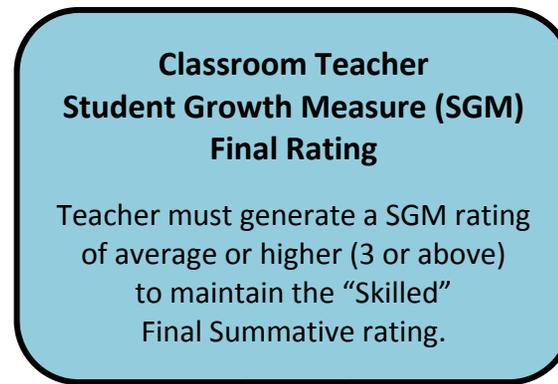
Performance



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.



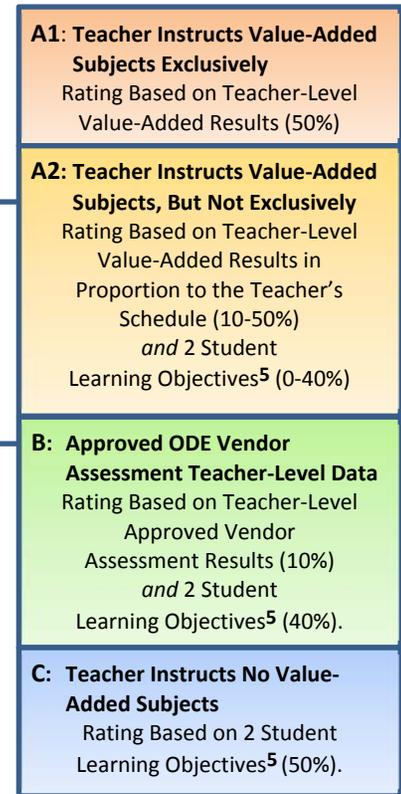
Final Summative Rating

Skilled

**SGM Final Rating Reported to
Ohio Department of Education**

Student Growth

Classroom Teachers Are In One Of Four Categories:



⁵ Student Learning Objectives are due September 28. Student Learning Objective scores must be submitted by March 29.