

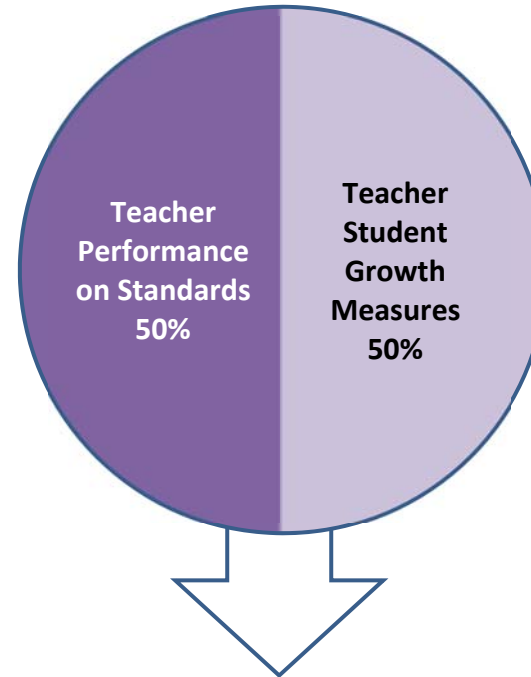
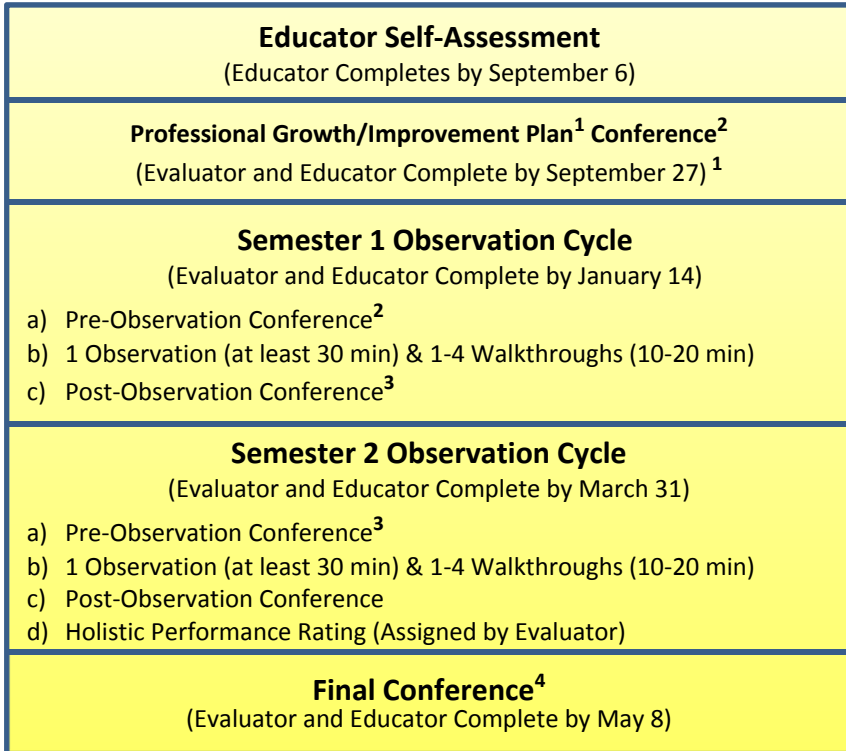


Columbus City Schools

2019-2020 Evaluation Process For Classroom Teachers (OTES)

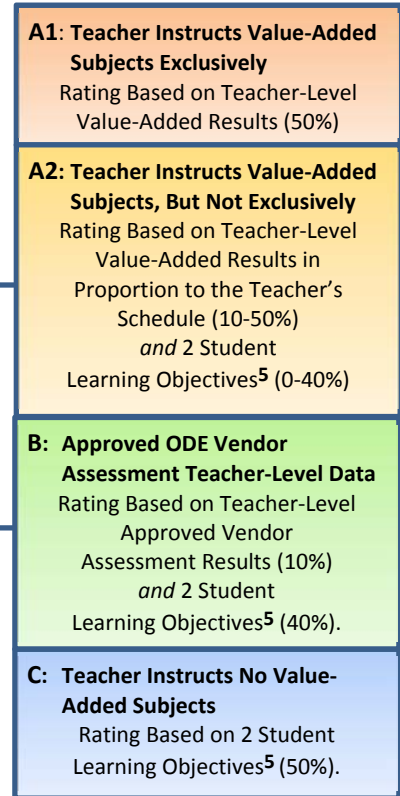
“Full” Evaluation Cycle

Performance on Standards



Student Growth

Classroom Teachers Are In One Of Four Categories:



Final Summative Rating



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

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.