



# Columbus City Schools

## 2020-2021 Evaluation Process for Classroom Teachers (OTES)

### *“Full” Evaluation Cycle*

(This information is subject to change as a result of new knowledge and/or decisions from legislation, the Ohio Department of Education, Joint Evaluation Panel, etc.)

### Performance

<p><b>Educator Self-Assessment</b> (Educator Completes by September 11)</p>
<p><b>Professional Growth/Improvement Plan<sup>1</sup> Conference<sup>2</sup></b> (Evaluator and Educator Complete by September 30)</p>
<p><b>Semester 1 Observation Cycle</b> (Evaluator and Educator Complete by January 15)</p> <p>a) Pre-Observation Conference<sup>2</sup> b) 1 Observation (at least 30 min) &amp; 1-4 Walkthroughs (10-20 min) c) Post-Observation Conference<sup>3</sup></p>
<p><b>Semester 2 Observation Cycle</b> (Evaluator and Educator Complete by March 26)</p> <p>a) Pre-Observation Conference<sup>3</sup> b) 1 Observation (at least 30 min) &amp; 1-4 Walkthroughs (10-20 min) c) Post-Observation Conference d) Holistic Performance Rating (Assigned by Evaluator)</p>
<p><b>Final Conference<sup>4</sup></b> (Evaluator and Educator Complete by May 7)</p>



**Rating will be based 100% on Teacher Performance.\***



### Final Summative Rating

- Accomplished
- Skilled
- Developing
- Ineffective

<sup>1</sup> Educators with a final summative rating of Accomplished annually develop a self-directed Professional Growth Plan by September 30. Educators with a final summative rating of Skilled annually develop a Professional Growth Plan 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.

<sup>2</sup> 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 separately.

<sup>3</sup> 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 separately.

<sup>4</sup> Evaluator and Educator discuss rating. Educator receives printout of Final Summative Rating.

**\*All documentation must be submitted in ILEAD prior to the next interaction and within seven school days of occurrence.**

\*House Bill (HB) 164 was passed and signed into effect in June, 2020, with provisions for school districts due to COVID-19. As outlined in HB 164 and with guidance from ODE, Student Growth Measures (value-added data, vendor assessment data, Student Learning Objectives, etc.) will not be utilized for the purpose of evaluations in the 2020-2021 school year. The 2020-2021 OTES evaluation will be based on Performance only.