

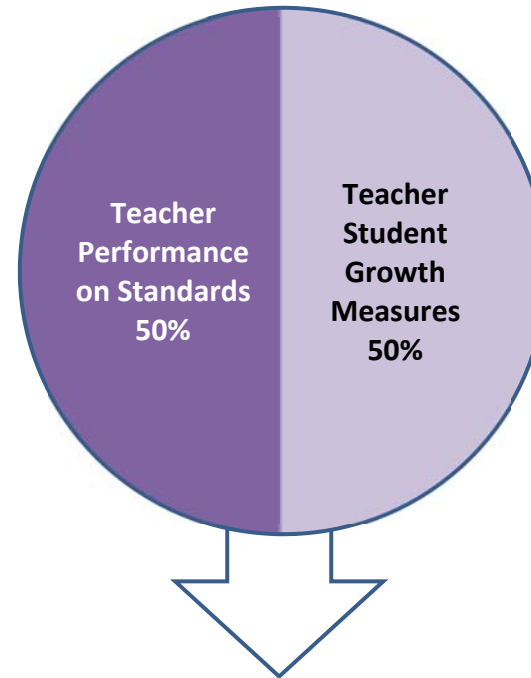
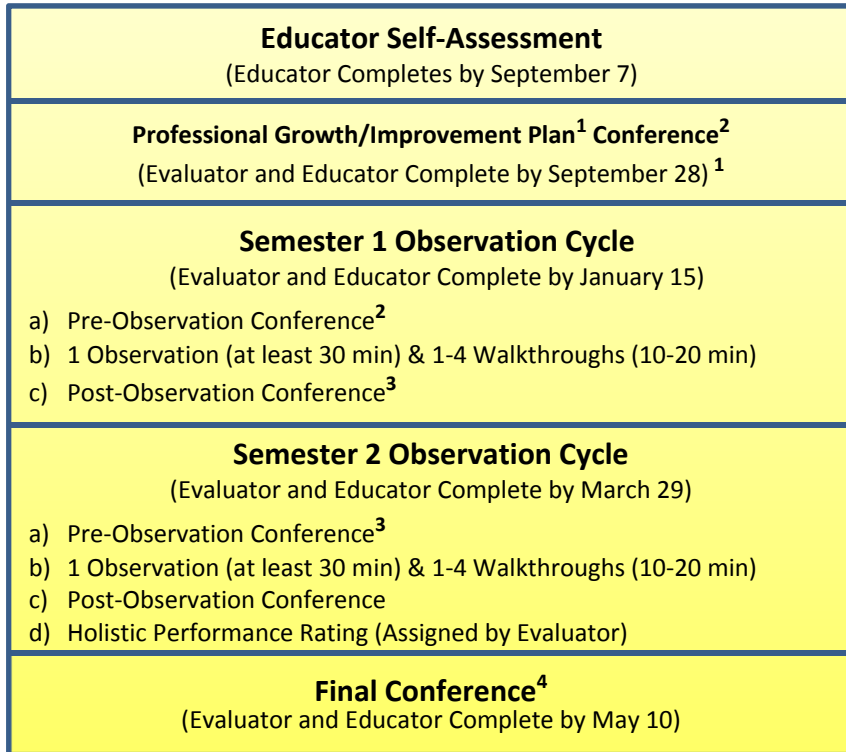


Columbus City Schools

2018-2019 Evaluation Process For Classroom Teachers (OTES)

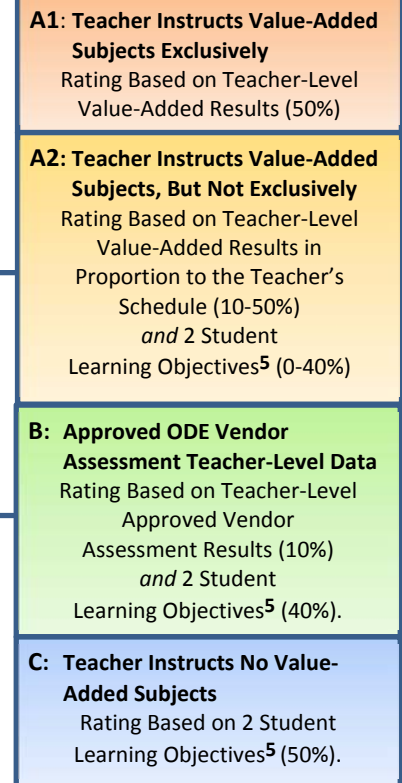
“Full” Evaluation Cycle

Performance on Standards



Student Growth

Classroom Teachers Are In One Of Four Categories:



Final Summative Rating



⁵ Student Learning Objectives are due September 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.