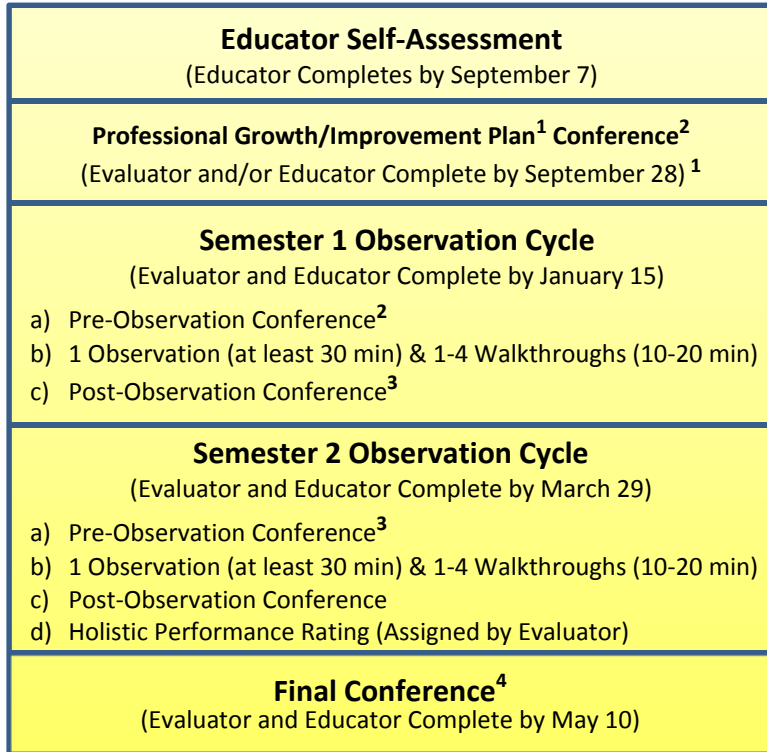




# Columbus City Schools

## 2018-2019 Evaluation Processes for Licensed Support Professionals (LSP)

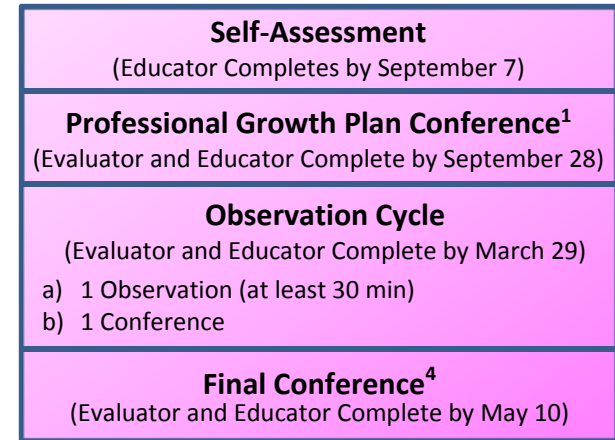
### Full Evaluation Cycle



### "Accomplished" Evaluation Cycle



### "Skilled" Evaluation Cycle



**Final Summative Rating**

**Accomplished**

**Final Summative Rating**

**Skilled**

**Final Summative Rating**



<sup>1</sup> 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.

<sup>2</sup> The Growth/Improvement 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.

<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.

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