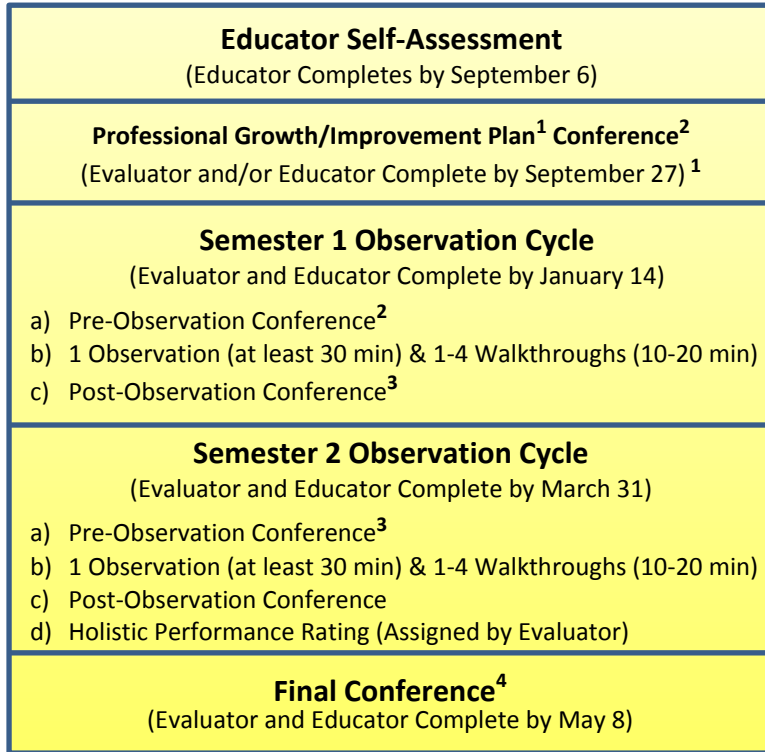




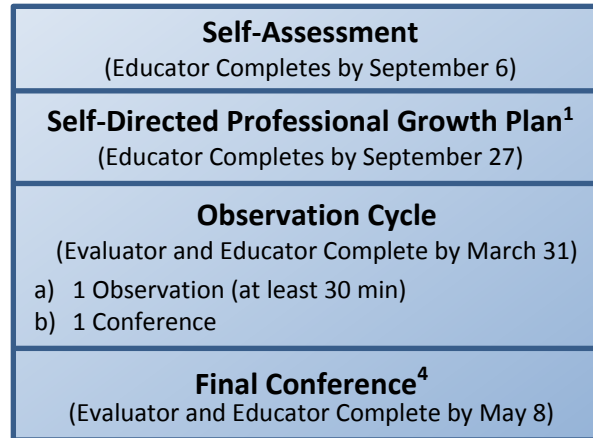
Columbus City Schools

2019-2020 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



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 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.

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 and Final Summative Rating. Educator receives printout of Final Summative Rating from ILEAD.