

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

Educator Self-Assessment

(Educator Completes by September 11)

Professional Growth/Improvement Plan¹ Conference²

(Evaluator and Educator Complete by September 30)

Semester 1 Observation Cycle

(Evaluator and Educator Complete by January 15)

- a) Pre-Observation Conference²
- b) 1 Observation (at least 30 min) & 1-4 Walkthroughs (10-20 min)
- c) Post-Observation Conference³

Semester 2 Observation Cycle

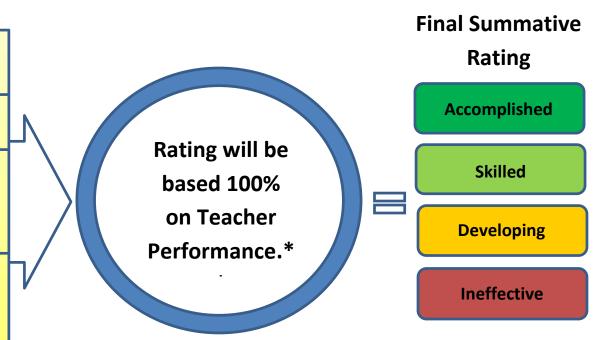
(Evaluator and Educator Complete by March 26)

- a) Pre-Observation Conference³
- b) 1 Observation (at least 30 min) & 1-4 Walkthroughs (10-20 min)
- c) Post-Observation Conference
- d) Holistic Performance Rating (Assigned by Evaluator)

Final Conference⁴

(Evaluator and Educator Complete by May 7)

- 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.
- 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.
- 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 separately.
- ⁴ 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.