

Columbus City Schools 2020-2021 Evaluation Processes for Licensed Support Professionals (LSP)

(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.)

Full Evaluation Cycle

Educator Self-Assessment

(Educator Completes by September 11)

Professional Growth/Improvement Plan¹ Conference²

(Evaluator and/or Educator Complete by September 30) 1

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)

Final Summative Rating

Ineffective

Developing

Skilled

Accomplished

"Accomplished" Evaluation Cycle

Self-Assessment

(Educator Completes by September 11)

Self-Directed Professional Growth Plan¹

(Educator Completes by September 30)

Observation Cycle

(Evaluator and Educator Complete by March 26)

- a) 1 Observation (at least 30 min)
- b) 1 Conference

Final Conference⁴

(Evaluator and Educator Complete by May 7)

Final Summative Rating

Accomplished

"Skilled" Evaluation Cycle

Self-Assessment

(Educator Completes by September 11)

Professional Growth Plan Conference¹

(Evaluator and Educator Complete by September 30)

Observation Cycle

(Evaluator and Educator Complete by March 26)

- a) 1 Observation (at least 30 min)
- b) 1 Conference

Final Conference⁴

(Evaluator and Educator Complete by May 7)

Final Summative Rating

Skilled

¹ 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 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.

^{*}Documentation must be submitted in ILEAD prior to next interaction and within seven school days of occurrence.