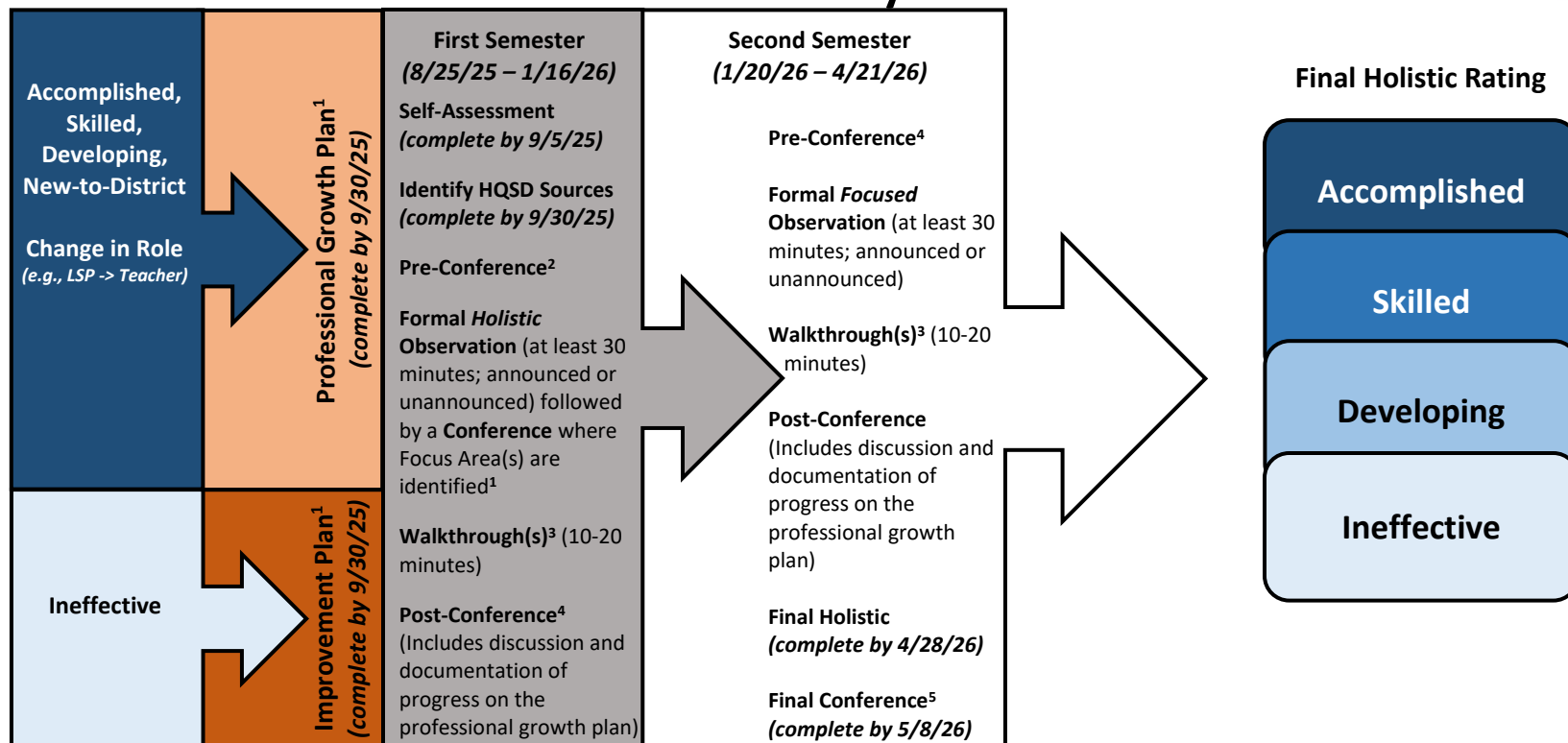


Columbus City Schools OTES 2025-2026 Evaluation

(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



NOTE: An educator moving from an LSP position to a Classroom Teacher position is required to go through the *Full Evaluation Cycle*. An educator moving from a Classroom Teacher position to an LSP position is required to go through the *Full LSP Evaluation Cycle*.

- ¹ Teachers with a previous rating of Accomplished will create a Self-Directed Professional Growth Plan. Focus Area(s) will be self selected.
 Teachers with a previous rating of Skilled will develop a Professional Growth Plan jointly with their evaluator. Focus Area(s) will be selected in collaboration with their evaluator.
 Teachers with a previous rating of Developing will create a Professional Growth Plan guided by their evaluator. Focus Area(s) will be selected with guidance from their evaluator.
 Teachers with a previous rating of Ineffective will have an Improvement Plan developed by their evaluator. Focus Area(s) will be selected by their evaluator.
 Teachers without a previous rating on OTES will create a Professional Growth Plan and identify Focus Area(s) collaboratively with their evaluator.

- ² The Professional Growth Plan Conference may be combined with the Semester 1 Pre-Conference during the same meeting, but all appropriate documentation must be completed for each separately.

- ³ Walkthroughs can occur at any point during the cycle (provided the Professional Growth Plan has been developed).

- ⁴ The Semester 1 Post-Conference may be combined with the Semester 2 Pre-Conference during the same meeting, but all appropriate documentation must be completed for each separately.

- ⁵ Evaluator and Teacher discuss rating. Teacher receives copy of Final Holistic Form.

All documentation must be submitted in OhioES prior to the next interaction and within seven school days of occurrence.

Revised June 2025