

## Local Decision Points for Districts Regarding the Ohio Teacher Evaluation System 2.0

### Performance Components

- Will the district require completion of the self-assessment? (This remains private to the teacher.) **Yes**
- Are pre-conferences required? **Yes** If so, are there any guidelines? **Follow the Pre-Conference protocol from the OTES 2.0 Model**
- Are observations announced or unannounced? **Can be either**
- Is feedback required on each walkthrough/informal observation? **Yes** If yes, what will this look like? **Enter evidence, feedback, and ratings in Walkthrough form in OhioES**
- In addition to the conference following the Formal Holistic Observation and the Final Summative Conference, are other conferences required? **Yes, Pre- and Post-Conferences are required for both semester cycles for educators on a full cycle.**

### Evaluation Cycle

- How many focus areas will teachers have? **2-3**
- Will the district evaluate teachers having earned an **Accomplished** or **Skilled** rating less frequently? **Yes**
  - For the one required observation, what type of observation will that be? **Formal (30 minutes or more); can be Holistic or Focused**
  - For the one required conference, what type of conference will that be? **Can be a Pre- or Post-Conference or just a Conference**
  - How will it be determined if progress is made on the PGP? **Through regular collaborative conversations between the educator and evaluator and evidence provided for the progress**
- Will the district allow teachers rated **Accomplished** to select their evaluator and teachers rated **Skilled** to provide input on their evaluator? **Teachers with an Accomplished rating from the previous year can select their evaluator from the credentialed evaluators at their building. Teachers with a rating of Skilled from the prior year do not have input on their evaluator.**
- Will the district choose to not evaluate a teacher who has been board approved for retirement by December 1? **Yes**
- Will the district choose to not evaluate a teacher participating for the first time in the Resident Educator Summative Assessment (RESA)? **No**
- How will the district determine if a teacher is on board-approved leave for more than 50% of the school year? **At the end of the evaluation period, evaluator and Professional Learning and Licensure will work with Human Resources to determine whether an educator was on an approved leave for more than 50% of the school year. Will that teacher be evaluated? When not on an approved leave, the educator will be evaluated. If the evaluation isn't completed due to the approved leave and it is determined the leave was for more than 50% of the school year, the educator will be marked as exempt from the evaluation in OhioES.**
- For the teacher on a limited or extended limited contract under consideration for non-renewal, the district is required to conduct at least three formal observations. How will this be communicated and implemented? **Special Evaluation or Peer Assistance and Review (PAR)**

### Professional Growth Plan (PGP)

- How many goals are teachers required to have on the PGP? **One – must be in a SMART format**
- What is the district timeline for development of the PGP? **Developed by September 30**
- How will it be determined that the PGP is aligned to any district and/or school improvement plan(s)? **Educators being evaluated at a school are to align the PGP with the school's improvement plan. District educators evaluated by a department are to align the PGP with the district improvement plan. The evaluator ensures alignment during the PGP conference.**

High-Quality Student Data (HQSD) – not applicable during the 2021-2022 school year

- How will the district make decisions around HQSD? **Joint Evaluation Panel**
  - How will it be determined if an instrument meets the criteria for HQSD? Committee? Evaluators? **Assessment Leaders from each building**
  - How will the evaluator determine if the teacher meets the criteria of using the data from the instrument? **Verify the chosen instruments are on the approved ODE and district lists that will be located on the ILEAD webpage – if not, verify whether the building Assessment Leaders have determined the instruments meet the state's criteria; applicable rubric areas and conversations with the educator about using the data**
  - How will the district define “experts in the field”? **Trained Assessment Leaders from each building**

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