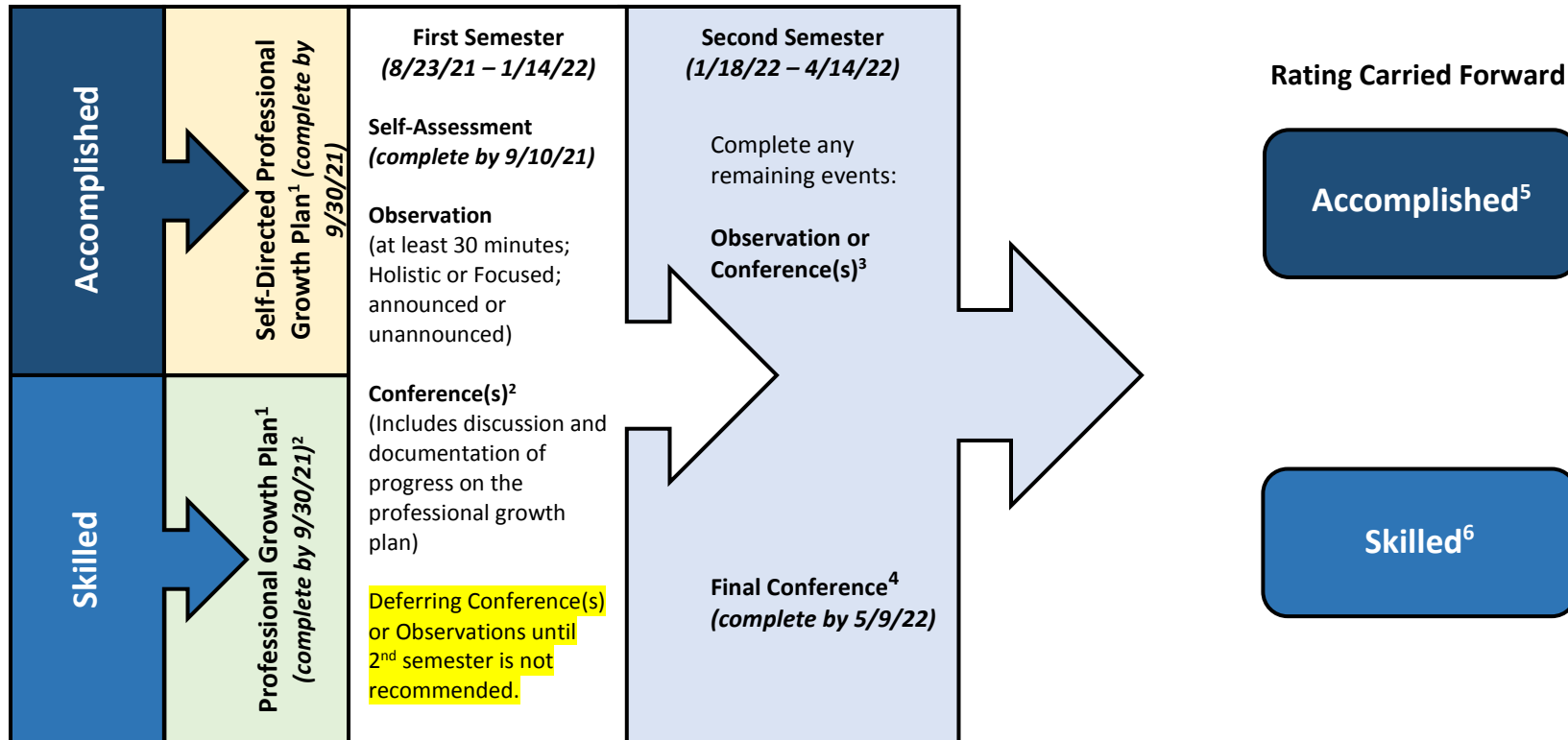


# Columbus City Schools Licensed Support Professional (LSP) 2021-2022 Evaluation Process

(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.)

## Accomplished and Skilled Evaluation Cycles



**NOTE:** An educator moving from an LSP position to a Classroom Teacher position or making a significant switch in LSP job responsibilities 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 Evaluation Cycle*.

<sup>1</sup> Educators with a previous rating of Accomplished will create a Self-Directed Professional Growth Plan.

Educators with a previous rating of Skilled will create a Professional Growth Plan jointly with their evaluator.

<sup>2</sup> The Professional Growth Plan Conference may be combined with an observation cycle Conference during the same meeting, but all appropriate documentation must be completed for each separately.

<sup>3</sup> Although only one conference is required, Professional Growth Plans are to be reviewed regularly to check progress and to have collaborative conversations to strengthen practice. Thus, several conferences should take place throughout the school year.

<sup>4</sup> Evaluator and Educator discuss rating. Educator receives copy of Final Holistic Rating Form.

<sup>5</sup> Educators on the less frequent Accomplished Cycle are evaluated fully once every three years, provided they submit a Self-Directed Professional Growth Plan, and the evaluator determines the educator is making progress on that plan.

<sup>6</sup> Educators on the less frequent Skilled Cycle are evaluated fully once every two years, provided they jointly develop a Professional Growth Plan with their evaluator, and the evaluator determines the educator is making progress on that plan.

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