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Columbus City Schools OSCES 2023-2024 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

Self-Assessment Self-Assessment School Counselor Self-Assessment (School Counselor Completes by September 8) (School Counselor Completes by September 8) (School Counselor Completes by September 8) Self-Directed Professional Growth Plan¹ Professional Growth Plan Conference¹ (School Counselor Completes by September 29)² (Evaluator & School Counselor Complete by September 29)² Professional Growth/Improvement Plan¹ Conference² **Observation Cycle Observation Cycle** (Evaluator and/or School Counselor Complete by September 29)¹ (Evaluator and School Counselor Complete by April 19) (Evaluator and School Counselor Complete by April 19) a) Final Holistic Observation (at least 30 min; announced or a) Final Holistic Observation (at least 30 min: announced or Semester 1 Observation Cycle unannounced) unannounced) (Evaluator and School Counselor Complete by January 12) b) Conference(s)² (includes discussion and documentation on b) Conference(s)² (includes discussion and documentation on a) Pre-Conference² the professional growth plan and metrics of student the professional growth plan and metrics of student b) Formal Holistic Observation (at least 30 minutes; announced or unannounced) & outcomes)6 outcomes)6 Deferring observation or conference(s) until second Walkthrough(s)³ (10-20 minutes) Deferring observation or conference(s) until second semester is not recommended. Post-Conference⁴ (Includes discussion and documentation of progress on the semester is not recommended. professional growth plan and metrics of student outcome) Final Holistic Form Completed **Final Holistic Form Completed** (Evaluator Completes by April 26) (Evaluator Completes by April 26) Semester 2 Observation Cycle Final Conference⁵ Final Conference⁵ (Evaluator and School Counselor Complete by April 19) (Evaluator and School Counselor Complete by May 9) (Evaluator and School Counselor Complete by May 9) Pre-Conference⁴ Formal Holistic Observation (at least 30 minutes; announced or unannounced) & Walkthrough(s)³ (10-20 minutes) Post-Conference (Includes discussion and documentation of progress on the **Final Holistic Rating Final Holistic Rating** professional growth plan and metrics of student outcome) Accomplished Skilled Final Holistic Completed (Evaluator Completes by April 26) Final Conference⁵ ¹ School counselors with a previous final holistic rating of Accomplished develop a self-directed Professional Growth Plan. School counselors (Evaluator and School Counselor Complete by May 9) previous final holistic rating of Developing develop a Professional Growth Plan guided by their evaluator. School counselors with a previous final holistic rating of Ineffective will have an improvement plan created by their evaluator. The school counselor and evaluator should collaboratively pre-determine metrics of student outcomes they will use for that portion of the evaluation rubric at the beginning of the

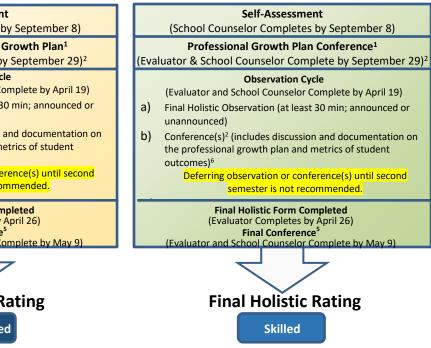
Final Holistic Rating

Ineffective Skilled Accomplished Developing

Metrics of Student Outcomes

If a Final Holistic Rating of Skilled or Accomplished is obtained, the school counselor must receive a rating of Skilled or higher on the metrics of student outcomes to be eligible to be placed on the Skilled or Accomplished Evaluation Cycle the following year.

Accomplished Evaluation Cycle



Skilled Evaluation Cycle

- with a previous final holistic rating of Skilled develop a Professional Growth Plan collaboratively with the evaluator. School counselors with a evaluation cycle when discussing the Professional Growth Plan or Improvement Plan.
- ² The Professional Growth/Improvement Plan Conference may be combined with the Semester 1 Pre-Conference or an Accomplished/Skilled Cycle 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 school counselor discuss Final Holistic. School counselor receives copy of Final Holistic Form.
- ⁶ Although only one conference is required, Professional Growth Plans/Metrics of Student Outcomes 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 vear.

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