



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

Performance Components	
<p>Will the district require completion of the self-assessment? (This remains private to the teacher.)</p>	<p>This is a teacher decision but is highly recommended. The teacher may or may not share with the evaluator. Self-assessment would be very helpful in order to do the Professional Growth Plan (PGP) or Professional Improvement Plan (PIP).</p>
<p>Are pre-conferences required? If so, are there any guidelines?</p>	<p>Pre-conferences will be done for both the first observation (Formal Holistic) and the second observation (Formal Focused Observation). A pre-conference is a best practice and the best way for the evaluator to set a collaborative tone for growth. Suggested questions for pre-conference: <i>Date of lesson, lesson objectives, prior learning experiences of the students, characteristics of the learners, instructional strategies teacher will use, student activities and materials, differentiation based on student needs, use of assessment.</i> A pre-conference questionnaire that answers these questions would be beneficial for both the teacher and the evaluator as they would be another source of evidence for the OTES 2.0 Rubric.</p>

Are observations announced or unannounced?	Both the Formal Holistic and Formal Focused Observation will be announced. Walkthroughs may be announced or unannounced.
Is feedback required on each walkthrough/informal observation? If yes, what will this look like?	YES. The new OhioES (replaces eTPES) has an Informal electronic document just like eTPES. Feedback from walkthroughs should occur within 3 school days.
In addition to the conference following the Formal Holistic Observation and the Final Summative Conference, are other conferences required?	NO. No other conferences are required. The post-conference will be scheduled within 3 school days of the observation or at a mutually agreed-upon time.

Evaluation Cycle	
How many focus areas will teachers have?	There will be two focus areas maximum.
<p>Will the district evaluate teachers having earned an Accomplished or Skilled rating less frequently?</p> <ul style="list-style-type: none"> • For the one required observation, what type of observation will that be? • For the one required conference, what type of conference will that be? • How will it be determined if progress is made on the PGP? 	<p>YES. Skilled will be every 2 years and Accomplished will be every 3 years.</p> <ul style="list-style-type: none"> • If Accomplished the teacher can choose Formal or Informal (Walkthrough). If Skilled it would be a Formal Observation • A post conference will be held. • The evaluator will determine if the teacher is making progress on the PGP.
Will the district allow teachers rated Accomplished to select their evaluator and teachers rated Skilled to provide input on their evaluator?	YES. The evaluator must be in the same building as the teacher.
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)?	The district will conduct evaluations for teachers in RESA.
How will the district determine if a teacher is on board-approved leave for more than 50% of the school year? Will that teacher be evaluated?	NO, they will not be evaluated.

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?	The process will start at the beginning of the school year. The third evaluation will be a formal focused observation.

Professional Growth Plan (PGP)

How many goals are teachers required to have on the PGP?	There will be two goals maximum on the PGP.
What is the district timeline for development of the PGP?	The PGP should be developed annually. Dialogue may occur between the teacher and evaluator at the end of the school year and the beginning of the new school year. The PGP should be submitted by September 15. The teacher may use the self-assessment tool and provide the evaluator with a PGP draft on teacher report day.
How will it be determined that the PGP is aligned to any district and/or school improvement plan(s)?	District and/or building goals will be shared with DLT/ERC as soon as they become available.
How often should a Professional Growth Plan be submitted?	The PGP will be completed in the OhioES system. On the most recent evaluation if: Accomplished-self-directed PGP. Skilled- PGP collaboratively with evaluator Developing- PGP Guided by evaluator Ineffective- Professional Improvement Plan New Teacher- collaboratively with evaluator

High-Quality Student Data (HQSD)

<p>How will the district make decisions around HQSD?</p> <ul style="list-style-type: none"> How will it be determined if an instrument meets the criteria for HQSD? Committee? Evaluators? How will the evaluator determine if the teacher meets the criteria of using the data from the instrument? 	<ul style="list-style-type: none"> At least two sources of HQSD will be used as evidence of student learning. The teacher selects student data that will be used in consultation with the evaluator. Annually the Superintendent will create a list of

<ul style="list-style-type: none"> • How will the district define “experts in the field”? 	<p>approved HQSD in consultation with experts in the field and the district’s evaluation committee (ERC). Teachers with more than two options on the <i>HQSD Superintendent Approved List</i> (see link below) can choose. Additionally, the teacher and evaluator can conference about other potential sources of HQSD that are not on the <i>HQSD Superintendent Approved List</i>.</p> <ul style="list-style-type: none"> • The teacher must provide evidence which demonstrates that they have used the HQSD to determine student learning needs and inform and adapt instruction in order to meet the identified needs. This is part of the OTES 2.0 Rubric-Assessment of Student Learning Domain. • Annually the Superintendent will create a list of approved HQSD in consultation with experts in the field and the district’s evaluation committee (ERC). <p>2021-2022 Superintendent Approved List Canfield Schools HQSD Superintendent Approved List 2021-2022 Canfield Schools</p>
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OTES 2.0 Rubric
Teacher Performance Evaluation Rubric
[Ohio Teacher Performance Evaluation Rubric OTES 2.0](#)

Information on OTES 2.0
[OTES 2.0 | Ohio Department of Education](#)

