## Ohio TEACHER EVALUATION SYSTEM (OTES)

**Original Framework for 2015-2016** 



## **Teacher Performance on Standards\***

Accomplished, Skilled or Developing Final Summative Ratings =

**Professional Growth Plan** 

**Ineffective Final Summative Rating =** 

**Improvement Plan** 

Formal observation and classroom walkthroughs/informal observations

Pre-conference

Observation

Post-conference

Complete performance rubric

**Mid-Year Review and Conference** 

Formal observation and classroom walkthroughs/informal observations

Pre-conference

Observation (both completed by May 1)

Post-conference

Complete performance rubric

Written report (by May 10)

**Final Review and Conference** 

Teacher Performance on Standards 50%

Student Growth Measures

50%

## **Final Summative Rating**

ACCOMPLISHED

SKILLED

DEVELOPING

INEFFECTIVE

## **Student Growth Measures** A1 – Teacher instructs Value-Added subjects exclusively Teacher level Value-Added: 50%\* 50% A2 - Teacher instructs Value-Added courses, but not exclusively Teacher level Value-Added proportionate to teacher's schedule: **10 - 50%** LEA measures proportionate: 0 - 40% 10 - 50% 0 - 40% (or) B - Approved vendor assessment teacher-level data available Approved vendor assessment: 10 - 50% LEA measures: 0 - 40% 10 - 50% 0 - 40% (or) C - No teacher-level Value-Added or approved vendor assessment data available LEA measures: 50% 50%