

# Columbus City Schools Teacher/Licensed Support Professional (LSP) Evaluation Process Details 2014-15 School Year

## **Performance Component**

- 50% of Final Summative Rating for Classroom Teachers
- 100% of Final Summative Rating for LSPs

### **Teachers who received a Final Summative Rating of Accomplished for the Prior Year:**

Will be evaluated every third year. During the years teachers are not formally evaluated, the following are required:

- Professional growth plan;
- One observation;
- One conference;
- Determine a rating for student growth measures and maintain a rating of average or higher to continue the less frequent evaluation cycle.

### **LSPs who received a Final Summative Rating of Accomplished for the Prior Year:**

Will be evaluated every third year. During the year LSPs are not formally evaluated, the following are required:

- Professional growth plan;
- One observation;
- One conference.

### **Teachers who received a Final Summative Rating of Skilled for the Prior Year:**

Will be evaluated every other year. During the year teachers are not formally evaluated, the following are required:

- Professional growth plan;
- One observation;
- One conference;
- Determine a rating for student growth measures.

### **LSPs who received a Final Summative Rating of Skilled for the Prior Year:**

Will be evaluated every other year. During the year LSPs are not formally evaluated, the following are required:

- Professional growth plan;
- One observation;
- One conference.

### **Teachers/LSPs who received a Final Summative Rating of Developing for the Prior Year:**

Full Evaluation Cycle

### **Teachers/LSPs who received a Final Summative Rating of Ineffective for the Prior Year:**

Full Evaluation Cycle

## Teachers/LSPs with No Final Summative Rating for the Prior Year:

### Full Evaluation Cycle

#### Previous Year Student Growth Measure Rating and Professional Growth Plan vs. Improvement Plan

- Teachers with **above expected** levels of student growth for the previous year will develop a professional growth plan.
- Teachers with **expected** levels of student growth for the previous year will develop a professional growth plan collaboratively with their credentialed evaluator.
- Teachers with **below expected** levels of student growth for the previous year will develop an improvement plan with their credentialed evaluator. The administrator/evaluator will approve the improvement plan.
- New teachers to Columbus City Schools and in the PAR program will develop an improvement plan with their PAR CT.
- Teachers who are not in PAR and who have no SGM rating for the previous year will develop a professional growth plan.

#### Change in Employment

- An educator moving from an LSP position to a Classroom Teacher position 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.
- An educator moving from one LSP position to a significantly different LSP position (e.g., Reading CCIT to Librarian, Teacher on Special Assignment to Guidance Counselor) is to go through the Full Evaluation Cycle.

## Student Growth Measures Component

- 50% of Final Summative Rating for Classroom Teachers

### Classroom Teachers Are In One Of Four Categories:

**A1: Teacher Instructs Value-Added Subjects Exclusively:** Rating is based entirely on Teacher-Level Value-Added Results (50%)

**A2: Teacher Instructs Value-Added Subjects, But Not Exclusively:** Rating Based on Teacher-Level Value-Added Results in Proportion to the Teacher's Schedule (10-50%) *and* 1 Student Learning Objective (0-40%)

**B: Approved ODE Vendor Assessment Teacher-Level Data:** Rating Based on Teacher-Level Approved Vendor Assessment Results (10%) *and* 1 Student Learning Objective (40%)

**C: Teacher Instructs No Value-Added Subjects:** Rating Based on 2 Student Learning Objectives (50%)

**Student Learning Objectives are Due October 31 for year-long and 1<sup>st</sup> semester courses; February 16 for 2<sup>nd</sup> semester courses.**

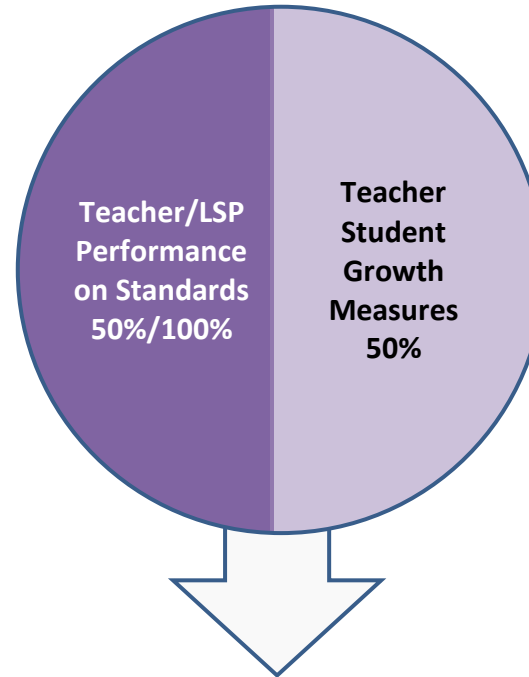
*Adopted by CCS Joint Evaluation Panel August 27, 2014*



# Columbus City Schools 2014-2015 Evaluation System Classroom Teachers and Licensed Support Professionals (LSP)

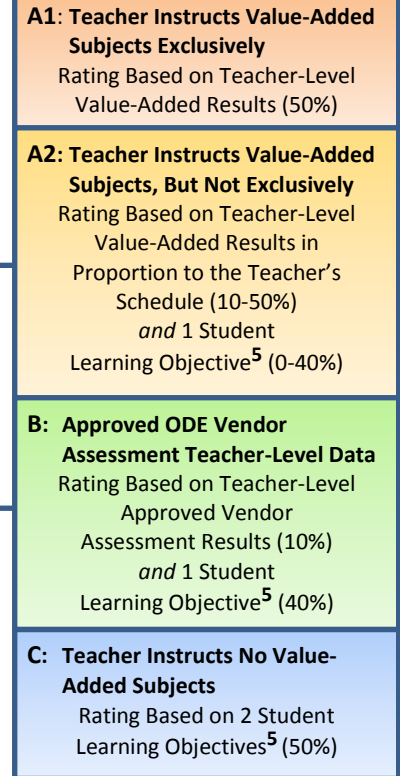
## Full Evaluation Cycle

### Performance



### Student Growth

Classroom Teachers Are In One Of Four Categories:



### Final Summative Rating



<sup>1</sup> Teachers with "above expected" levels of student growth for the previous year develop a professional growth plan. Teachers with "expected" levels of student growth or do not have a rating for the previous year develop a professional growth plan collaboratively with their evaluator. Teachers with "below expected" levels of student growth for the previous year will develop an improvement plan with their credentialed evaluator. The evaluator will approve the improvement plan.

<sup>2</sup> The Goal Setting Conference may be combined with the Semester 1 Pre-Observation Conference during the same meeting, but all appropriate documentation must be completed for both.

<sup>3</sup> The Semester 1 Post-Observation Conference may be combined with the Semester 2 Pre-Observation Conference during the same meeting, but all appropriate documentation must be completed for both.

<sup>4</sup> Teacher and Evaluator discuss Holistic Performance Rating, Student Growth Measure Rating, and Final Summative Rating.

<sup>5</sup> Student Learning Objectives are Due October 31 for year-long and 1<sup>st</sup> semester courses; February 16 for 2<sup>nd</sup> semester courses.



# Columbus City Schools 2014-2015 Evaluation System

## Classroom Teachers and Licensed Support Professionals (LSP)

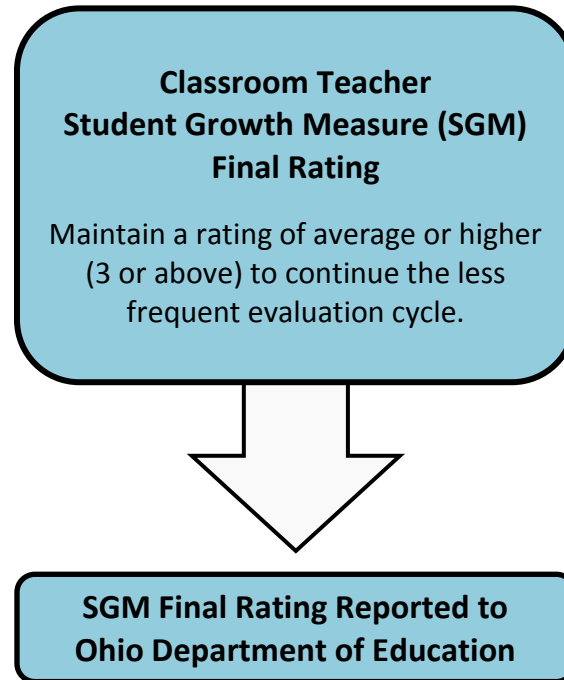
### Received Final Summative Rating of *Accomplished* In Prior Year<sup>1</sup>

#### Performance

<b>Educator Self-Assessment and Goal Setting</b> (Teacher/LSP Completes by October 17)
<b>Professional Growth Plan<sup>2</sup></b> (Teacher/LSP Completes by October 17)
<b>Observation Cycle</b> (Evaluator and Teacher/LSP Complete by May 1) <ul style="list-style-type: none"> <li>a) 1 Observation (at least 30 min)</li> <li>b) 1 Conference</li> </ul>

<sup>1</sup> An educator moving from an LSP position to a Classroom Teacher position is required to go through the *Full Evaluation Cycle*. An educator moving from a Classroom position to an LSP position is required to go through the *Full Evaluation Cycle*.

<sup>2</sup> Classroom Teachers with “above expected” levels of student growth for the previous year develop a professional growth plan.



#### Student Growth

Classroom Teachers Are In One Of Four Categories:

<b>A1: Teacher Instructs Value-Added Subjects Exclusively</b> Rating Based on Teacher-Level Value-Added Results (50%)
<b>A2: Teacher Instructs Value-Added Subjects, But Not Exclusively</b> Rating Based on Teacher-Level Value-Added Results in Proportion to the Teacher’s Schedule (10-50%) <i>and</i> 1 Student Learning Objective <sup>3</sup> (0-40%)
<b>B: Approved ODE Vendor Assessment Teacher-Level Data</b> Rating Based on Teacher-Level Approved Vendor Assessment Results (10%) <i>and</i> 1 Student Learning Objective <sup>3</sup> (40%)
<b>C: Teacher Instructs No Value-Added Subjects</b> Rating Based on 2 Student Learning Objectives <sup>3</sup> (50%)

<sup>3</sup> Student Learning Objectives are Due October 31 for year-long and 1<sup>st</sup> semester courses; February 16 for 2<sup>nd</sup> semester courses.



# Columbus City Schools 2014-2015 Evaluation System

## Classroom Teachers and Licensed Support Professionals (LSP)

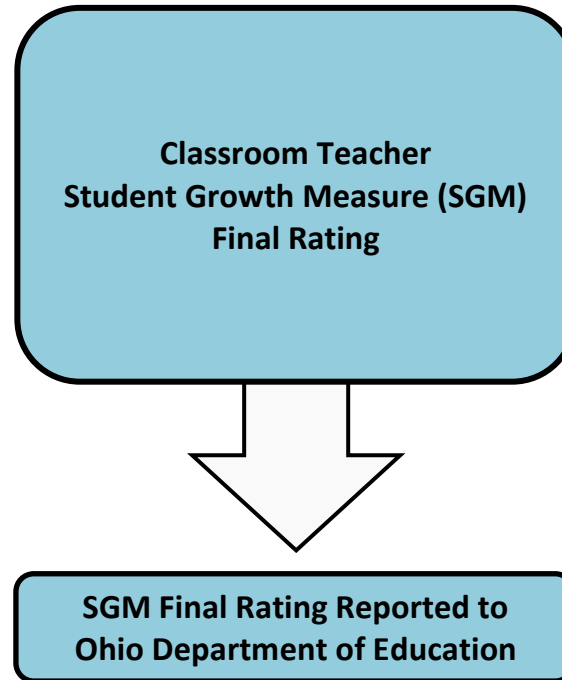
### Received Final Summative Rating of *Skilled* In Prior Year<sup>1</sup>

#### Performance

<b>Educator Self-Assessment and Goal Setting</b> (Teacher/LSP Completes by October 17)
<b>Professional Growth Plan<sup>2</sup></b> (Evaluator and Teacher/LSP Complete by October 17)
<b>Observation Cycle</b> (Evaluator and Teacher/LSP Complete by May 1) <ul style="list-style-type: none"> <li>a) 1 Observation (at least 30 min)</li> <li>b) 1 Conference</li> </ul>

<sup>1</sup> An educator moving from an LSP position to a Classroom Teacher position is required to go through the *Full Evaluation Cycle*. An educator moving from a Classroom position to an LSP position is required to go through the *Full Evaluation Cycle*.

<sup>2</sup> Classroom Teachers with “above expected” levels of student growth for the previous year develop a professional growth plan. Classroom Teachers with “expected” levels of student growth for the previous year develop a professional growth plan collaboratively with their evaluator.



#### Student Growth Classroom Teachers Are In One Of Four Categories:

<b>A1: Teacher Instructs Value-Added Subjects Exclusively</b> Rating Based on Teacher-Level Value-Added Results (50%)
<b>A2: Teacher Instructs Value-Added Subjects, But Not Exclusively</b> Rating Based on Teacher-Level Value-Added Results in Proportion to the Teacher’s Schedule (10-50%) <i>and</i> 1 Student Learning Objective <sup>3</sup> (0-40%)
<b>B: Approved ODE Vendor Assessment Teacher-Level Data</b> Rating Based on Teacher-Level Approved Vendor Assessment Results (10%) <i>and</i> 1 Student Learning Objective <sup>3</sup> (40%)
<b>C: Teacher Instructs No Value-Added Subjects</b> Rating Based on 2 Student Learning Objectives <sup>3</sup> (50%)

<sup>3</sup> Student Learning Objectives are Due October 31 for year-long and 1<sup>st</sup> semester courses; February 16 for 2<sup>nd</sup> semester courses.