



Columbus City Schools Teacher/Licensed Support Professional (LSP) Evaluation Process Details 2015-16 School Year

Performance Component

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

Teachers who received a NEW Final Summative Rating of Accomplished in 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 NEW Final Summative Rating of Accomplished in 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 NEW Final Summative Rating of Skilled in 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 NEW Final Summative Rating of Skilled in 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 in the Prior Year:

Full Evaluation Cycle

Teachers/LSPs who received a Final Summative Rating of Ineffective in the Prior Year:

Full Evaluation Cycle

Teachers/LSPs with No Final Summative Rating in 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.
- Teachers 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

As a result of changes in Ohio Revised Code per House Bill 64, value-added ratings (Categories A1 & A2) will not be used as a part of the Ohio Teacher Evaluation System (OTES) during the 2015-16 School Year. Instead, all teachers will create 2 Student Learning Objectives.

Classroom Teachers Are In One Of Two Categories:

A1: *Not applicable in 2015-16.*

A2: *Not applicable in 2015-16.*

B: **Approved ODE Vendor Assessment Teacher-Level Data: Rating Based on Teacher-Level Approved Vendor Assessment Results (10%) *and* 2 Student Learning Objectives (40%)**

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

Student Learning Objectives are Due October 16 (initial submission date).

Adopted by CCS Joint Evaluation Panel July 20, 2015