



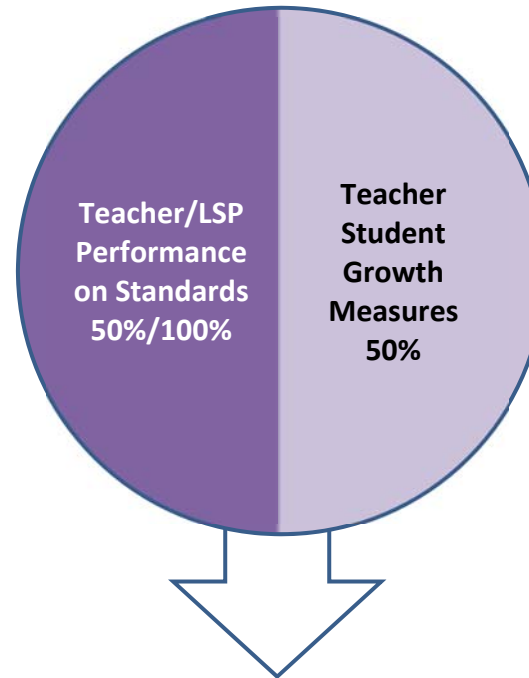
Columbus City Schools 2016-2017 Evaluation System

Classroom Teachers and Licensed Support Professionals (LSP)

Full Evaluation Cycle

Performance

Educator Self-Assessment & Goal Setting (Educator Completes by September 9)
Professional Growth/Improvement Plan¹ & Goal Setting Conference² (Evaluator and Educator Complete by September 30) ¹
Semester 1 Observation Cycle (Evaluator and Educator Complete by January 13)
a) Pre-Observation Conference ² b) 1 Observation (at least 30 min) & 1-4 Walkthroughs (10-20 min) c) Post-Observation Conference ³
Semester 2 Observation Cycle (Evaluator and Educator Complete by April 10)
a) Pre-Observation Conference ³ b) 1 Observation (at least 30 min) & 1-4 Walkthroughs (10-20 min) c) Post-Observation Conference d) Holistic Performance Rating (Assigned by Evaluator)
Final Conference⁴ (Evaluator and Educator Complete by May 10)



Final Summative Rating



Student Growth

Classroom Teachers Are In One Of Two Categories:

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 2016-17 School Year. Teachers will instead create 2 Student Learning Objectives ⁵ (50%).
B: Approved ODE Vendor Assessment Teacher-Level Data Rating Based on Teacher-Level Approved Vendor Assessment Results (10%) and 2 Student Learning Objectives ⁵ (40%).
C: Teacher Instructs No Value-Added Subjects Rating Based on 2 Student Learning Objectives ⁵ (50%).

⁵ Student Learning Objectives are due September 30. Student Learning Objective scores must be submitted by April 10.

¹ Educators with a final summative rating of **Accomplished** annually develop a self-directed **Professional Growth Plan by September 9**. Educators with a final summative rating of **Skilled** also annually develop a Professional Growth Plan initiated by the educator and completed collaboratively with the evaluator. Educators with a final summative rating of **Developing** annually develop a Professional Growth Plan with their evaluator who will grant final approval of the plan. Educators with a final summative rating of **Ineffective** will develop an improvement plan with their evaluator who will grant final approval of the plan.

² 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 each.

³ 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 each.

⁴ Evaluator and Educator discuss Holistic Performance Rating, Student Growth Measure Rating, and Final Summative Rating. Educator receives printout of Final Summative Rating.