



# Educator Evaluation Systems

## A Guide for the 2020-2021 School Year

The Ohio Department of Education applauds Ohio's educators as they work to deliver high-quality teaching and provide responsive services to support Ohio's students during one of the most challenging times of their generation. As learning configurations (including fully remote, hybrid and in person modes) change during the year, decisions about educator evaluation processes may be impacted. Schools and districts are challenged to keep students, their families and community safe, while at the same time ensuring educators and students continue to grow. Information in this document is intended to help educators plan for 2020-2021 and 2021-2022 evaluations.

The temporary changes in House Bill 197, House Bill 164 and House Bill 404 of the 133rd General Assembly impact teacher, principal and school counselor evaluations. These changes, made in the context of the COVID-19 pandemic, grant districts flexibility around educator evaluations for the 2020-2021 and 2021-2022 school years. A frequently asked questions section has been added below to provide additional support.

### **UPDATING LOCAL EVALUATION POLICIES FOR THE OHIO TEACHER EVALUATION SYSTEM (OTES) 2.0**

The Department provided flexibility regarding the deadline for the revision of district board of education policies to conform to the OTES 2.0 Framework. To allow adequate time for consultation with teachers when updating these policies, the date by which a district board must update its teacher evaluation policy to conform with the OTES 2.0 Framework was extended from July 1, 2020 to Sept. 1, 2020.

### **IMPLEMENTING OTES 2.0**

Districts required to implement the OTES 2.0 Framework (Ohio Revised Code 3319.111 (<http://codes.ohio.gov/orc/3319.111>)) were granted the discretion to determine their readiness to implement in the 2020-2021 school year or delay for one year until 2021-2022. Districts that chose to delay implementation for the 2020-2021 school year now will be required to implement the OTES 2.0 in the 2021-2022 school year. Any districts that were not required to implement the OTES 2.0 in the 2020-2021 school

year will implement OTES 2.0 upon expiration of the collective bargaining agreement entered into prior to Nov. 2, 2018.

### **EDUCATOR EVALUATIONS FOR THE 2020-2021 SCHOOL YEAR**

A school district board of education may elect not to conduct an evaluation of a teacher, school counselor, administrator or superintendent for the 2020-2021 school year if the district board determines that it would be impossible or impracticable to do so. The district board may collaborate with bargaining organizations in determining whether to complete evaluations and should strive for fairness and consistency when making these decisions. The COVID-19 exemption should be selected in the electronic reporting system when evaluations are not completed per board determination. As a reminder, all evaluations must either be completed or closed with an exemption.

Districts choosing to complete teacher evaluations have some flexibility built into the existing system. For more information on this flexibility, please see question 20 in the FAQ section below.

### **EDUCATOR EVALUATIONS FOR THE 2020-2021 AND 2021-2022 SCHOOL YEARS**

A school district board of education may not use value-added, high-quality student data, any other metric used to evaluate positive student outcomes or any other student academic growth data to measure student learning attributable to a teacher, principal or school counselor while conducting evaluations. Rather, a district board may use only the other factors and components that do not pertain to student learning attributable to the educator. However, a district board may consider as part of the educator evaluation how a teacher, principal or school counselor collects, analyzes and uses student data, including student academic growth data or positive student outcomes data, to adapt instruction to meet individual student needs or improve practice.

If a district board of education in the 2020-2021 school year completes an evaluation for a teacher on a less frequent evaluation cycle in OTES 1.0 without student growth measures, the board may continue to evaluate that teacher every three or two years, respectively. The teacher on a less frequent cycle whose evaluation is completed without a student growth measure shall remain at the same point in the teacher's evaluation cycle and shall retain the same evaluation rating for the 2020-2021 and 2021-2022 school year as for the 2019-2020 school year.

For questions or concerns, please contact the Office of Educator Effectiveness by emailing [evaluation@education.ohio.gov](mailto:evaluation@education.ohio.gov) (mailto:evaluation@education.ohio.gov?subject=COVID%20teacher%20evaluation%20question).

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# COVID-19 EDUCATION INFORMATION: Educator Evaluation Systems FAQs

This FAQ regarding the COVID-19 health crisis and how it affects educator evaluations for the 2020-2021 and, in some instances, 2021-2022 school years applies to all educators. When the term educator is used, it is intended to include teachers, school counselors and administrators. This document should be considered informational only and should not be construed as supplanting existing collective bargaining agreement language, the Ohio Revised Code, House Bill 197, House Bill 164 or House Bill 404 of the 133rd General Assembly.

## **EDUCATOR EVALUATIONS 2020-2021**

### **1. If an educator's evaluation is not completed, will this impact the individual's contract status with the district?**

This is a local determination. The district should work with its legal counsel and may collaborate with bargaining organizations to determine contract status. A teacher for whom an evaluation is not completed is afforded rights established under Ohio Revised Code Section 3319.11

(<http://codes.ohio.gov/orc/3319.11>). Likewise, districts also should be mindful that administrators who do not receive completed evaluations are afforded rights under Ohio Revised Code section 3319.02 (<http://codes.ohio.gov/orc/3319.02>).

### **2. If a district elects not to complete an educator's evaluation for the 2020-2021 school year due to the coronavirus health crisis, what will happen to the educator's rating and evaluation cycle?**

A "COVID-19" option has been added under the "Exemption" tab within the electronic Teacher and Principal Evaluation System (eTPES) and Ohio Evaluation System (OhioES). Evaluators can select this exemption option for any evaluation that is not completed if it is determined to be impossible or impracticable to do so. In this situation, the educator will maintain the rating and evaluation cycle that were in place at the start of the 2020-2021 school year. For example, a teacher on the full evaluation cycle who had a rating of Developing at the start of the 2020-2021 school year would again be on the full evaluation cycle in the fall of the 2021-2022 school year if the COVID-19 option was used to close the 2020-2021 evaluation.

### **3. If a district elects to use the COVID-19 exemption for the 2020-2021 school year, must this exemption be applied for all educators?**

No, local districts have discretion to complete evaluations on a case-by-case basis. However, given the flexibility provided to districts and the ability to work with bargaining organizations, districts may make broader, systemic determinations. For instance, a district may decide to complete only evaluations for educators who are eligible for continuing contract status. Alternatively, the district may decide to

complete only evaluations that were in progress and had reached a certain point. Districts should strive to be fair and consistent when making these local decisions. Additionally, districts should be mindful that teachers and administrators who do not receive evaluations are afforded the rights established under Ohio Revised Codes 3319.11 (<http://codes.ohio.gov/orc/3319.111>) and 3319.02 (<http://codes.ohio.gov/orc/3319.02>), respectively.

#### **4. If a district does not complete evaluations and uses the COVID-19 exemption, what happens to the evaluation evidence already collected?**

It is important to remember the purpose of the evaluation process is to foster educator professional growth. The evidence collected during the evaluation process will not be used for evaluation purposes if evaluations are exempt due to the COVID-19 option. However, the evidence collected from observations and professional conversations should continue to be used for educator self-reflection and can provide direction for Professional Growth Plans or Improvement Plans created for the following school year.

#### **5. What are the completion deadlines for the Educator Evaluation Systems for the 2020-2021 school year?**

Evaluation deadlines for teachers, school counselors and administrators remain unchanged. Subject to each specific collective bargaining agreement, if the employee is a teacher, the district will have until May 1 to complete the teacher evaluation and must provide a written report of the results of the evaluation to the teacher by May 10.

#### **6. When will eTPES and OhioES platforms close for 2020-2021 evaluation data entry?**

Both systems, eTPES and OhioES, will remain open until June 15, 2021, to enter and finalize evaluation data. As a reminder, all evaluations must either be completed or closed with an exemption.

### **OHIO TEACHER EVALUATION SYSTEM 1.0**

#### **7. What is the definition of a completed evaluation?**

To be considered complete, evaluators using Ohio Teacher Evaluation System 1.0 must have all required components of the evaluation completed. The following components are standard for a complete evaluation, but additional requirements set forth in law or contained in a collective bargaining agreement may be necessary for some evaluations.

**Full Evaluation Cycle** includes components that must be met annually for teachers on a full evaluation cycle. These required components include:

- Professional Growth Plan or Improvement Plan;

- Two formal observations;

- At least two walkthroughs;

Student growth measures are prohibited for OTES 1.0 for SY21 and SY22; and Final Summative Conference.

**Less Frequent Evaluation Cycle** is an option that is available to districts. This cycle requires full evaluation of teachers rated skilled every two years and full evaluation of teachers rated accomplished every three years. In a year the teacher is not fully evaluated, the less frequent evaluation required components include:

Professional Growth Plan or Improvement Plan;

One observation;

One conference; and

Student growth measures are prohibited for OTES 1.0 for SY21 and SY22.

**8. Can a teacher or school counselor with a completed Skilled or Accomplished evaluation in 2020-2021 begin the less frequent evaluation cycle the following year?**

Yes, if a district opts to use the less frequent evaluation cycle, the educator would be eligible to begin the less frequent cycle.

**9. Does a teacher on the less frequent evaluation cycle who has a completed evaluation move ahead in the evaluation cycle?**

House Bill 404 impacts decisions for teachers on the less frequent cycle with completed evaluations under OTES 1.0. These teachers will remain at the same point in the evaluation cycle and retain the same evaluation rating for the 2020-2021 and 2021-2022 school years as for the 2019-2020 school year. Please note, a completed evaluation of a teacher on the less frequent cycle must include one observation and one conference.

Under OTES 2.0, teachers on the less frequent evaluation cycle who have a completed evaluation may move ahead in the evaluation cycle. For example, a teacher with an Accomplished rating in year 2 of the less frequent evaluation cycle who has a completed evaluation in 2020-2021 would move ahead to Accomplished year 3 in 2021-2022.

**10. Can a school or district move a teacher or school counselor on the less frequent evaluation cycle to a full evaluation cycle?**

Yes, a school or district retains the option, subject to a collective bargaining agreement, to move a teacher or school counselor to a full evaluation cycle.

**11. An individual's Ohio Teacher Evaluation System 1.0 evaluator credential will expire before 2020-2021 evaluations can be completed. How should the evaluator proceed?**

If the credential is displaying as valid in eTPES, the evaluator may complete

evaluations. The online Ohio Teacher Evaluation System 1.0 credential platform for the National Institute for Excellence in Teaching (<https://nietbestpractices.org/ohio/>) remains open and can be accessed by clicking the link.

## **OHIO TEACHER EVALUATION SYSTEM 2.0**

### **12. When should a district have updated the local teacher evaluation policy to conform to the Ohio Teacher Evaluation System 2.0 Framework?**

Regardless of a district's timeframe to implement the Ohio Teacher Evaluation System 2.0, Ohio Revised Code Section 3319.111 required the board of education of each school district to update the teacher evaluation policy to conform to the Ohio Teacher Evaluation System 2.0 Framework by July 1, 2020. The state superintendent of public instruction extended the date for local board policy adoption to Sept. 1, 2020.

### **13. When must districts implement Ohio Teacher Evaluation System 2.0?**

Districts required to implement the Ohio Teacher Evaluation System 2.0 in the 2020-2021 school year were given the discretion to determine their readiness to implement in the 2020-2021 school year or delay for one year until 2021-2022. Districts that chose to delay implementation for the 2020-2021 school year will now be required to implement the Ohio Teacher Evaluation System 2.0 in the 2021-2022 school year. Remaining districts that were not required to implement during the 2020-2021 school year or delayed until the 2021-2022 school year will implement OTES 2.0 upon expiration of the collective bargaining agreement entered into prior to Nov. 2, 2018.

### **14. When a district transitions to Ohio Teacher Evaluation System 2.0, will all teachers move to a full evaluation cycle the first year of implementation?**

No. Transitioning to OTES 2.0 will not require all teachers to be fully evaluated the first year. Teachers will generally move ahead as expected in their evaluation cycle. However, flexibility granted by statute may impact a teacher's evaluation cycle. See HB 404 Impact on OTES 2.0 Cycles Chart (<http://education.ohio.gov/getattachment/Topics/Teaching/Educator-Evaluation-System/Ohio-s-Teacher-Evaluation-System/OTES-2-0/House-Bill-404-Impact-on-OTES-2-0-Cycles-Chart-12-08-20.pdf.aspx?lang=en-US>) for further information.

### **15. Can an individual who possesses a current Ohio Teacher Evaluation System 1.0 credential evaluate teachers if the district moves to the Ohio Teacher Evaluation System 2.0?**

No. Evaluators must be credentialed under the Ohio Teacher Evaluation System (1.0 or 2.0) that is being implemented by the district.

### **16. How will evaluator credential training be delivered in light of the current coronavirus public health crisis?**

Ohio Teacher Evaluation Systems 1.0 and 2.0 along with Ohio Principal Evaluation System credential trainings are available in STARS (<https://safe.ode.state.oh.us/portal>). Ohio School

Counselor Evaluation System credential training is offered through local Educational Service Centers (not in STARS). Educational Service Centers are offering these trainings both remotely or in person based on current regional safety conditions. Please contact a regional Educational Service Center for additional information.

## **2020-2021 AND 2021-2022 EDUCATOR EVALUATIONS**

### **17. Will student growth measures be required components in 2020-2021 and 2021-2022 teacher and principal evaluations?**

No, a school district board of education shall not use value-added, high-quality student data or any other student academic growth data to measure student learning attributable to a teacher or principal while conducting evaluations. Rather, a district board shall use only the other factors and components that do not pertain to student learning attributable to the teacher or principal. However, a district board may consider as part of the educator evaluation how a teacher or principal collects, analyzes and uses student data, including student academic growth data, to adapt instruction to meet individual student needs or to improve practice.

### **18. Will student metrics be required in 2020-2021 and 2021-2022 school counselor evaluations?**

No, a school district board of education shall not use any metric used to evaluate positive student outcomes to measure student learning attributable to a school counselor while conducting evaluations. Rather, a district board shall use only the other factors and components that do not pertain to student learning attributable to the school counselor. However, a district board may consider as part of the evaluation how the school counselor collects, analyzes and uses student data, including positive student outcomes data, to adapt instruction to meet individual student needs or to improve the school counselor's practice.

### **19. How do evaluators ensure they do not include student academic growth data or student metrics to measure student learning attributable to a teacher, principal or school counselor?**

In order to ensure student academic growth data or student metrics are not used to measure student learning attributable to a teacher, principal or school counselor, evaluators should do one of the following as applicable:

Use only the teacher and principal performance evaluation rubrics for Ohio Principal Evaluation System (OPES) and Ohio Teacher Evaluation System (OTES) 1.0.

Not include the "Evidence of Student Learning" component on the Teacher Performance Evaluation Rubric for Ohio Teacher Evaluation System 2.0.

Not include the "Metric(s) of Student Outcomes" component of the Ohio School Counselor Evaluation System rubric.

## **20. What flexibility already exists in the Ohio Teacher Evaluation System process?**

There has always been some flexibility allowed when implementing OTES. For instance, schools have flexibility in defining what an observation or walkthrough might look like in their own unique education setting. Additionally, there is no requirement for a rating on each standard area (OTES 1.0) or component (OTES 2.0) on the rubric. The Department encourages teachers and evaluators to collaborate on the use of flexibility options. All educators should clearly understand any local flexibility provided and how the evaluation process will work in each school's unique education setting. To help guide these conversations, the Department has posted a document titled "Impact of Education Settings on Teacher Evaluations (<http://education.ohio.gov/Topics/Reset-and-Restart/Educator-Evaluation-Systems/Impact-of-Education-Settings-on-Teacher-Evaluation>)."

## **21. How do HB 197, HB 164 and HB 404 impact teacher and school counselor evaluation cycles in 2020-2021 and 2021-2022?**

Flexibility granted by statute may impact some teacher and school counselor evaluation cycles.

Please see the updated Impact on Educator Evaluation Systems Cycles. HB 404 Impact on OTES 1.0 Cycles Chart (<http://education.ohio.gov/getattachment/Topics/Teaching/Educator-Evaluation-System/Ohio-s-Teacher-Evaluation-System/OTES-1-0/House-Bill-404-Impact-on-OTES-1-0-Cycles-Chart-12-08-20.pdf.aspx?lang=en-US>) , HB 404 Impact on OTES 2.0 Cycles Chart (<http://education.ohio.gov/getattachment/Topics/Teaching/Educator-Evaluation-System/Ohio-s-Teacher-Evaluation-System/OTES-2-0/House-Bill-404-Impact-on-OTES-2-0-Cycles-Chart-12-08-20.pdf.aspx?lang=en-US>) and HB 404 Impact on OSCES Cycles Chart (<http://education.ohio.gov/getattachment/Topics/Teaching/Educator-Evaluation-System/School-Counselor-Standards-and-Evaluation/House-Bill-404-Impact-on-OSCES-Cycles-Chart-12-08-20.pdf.aspx?lang=en-US>) .

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