

# Evaluation Requirements for Teachers Rated Accomplished and Skilled

## For teachers rated accomplished

How frequently a district evaluates teachers who received accomplished ratings in the previous year depends upon several factors. The district may decide to evaluate all teachers annually. Or, if the local board of education approved a policy and collective bargaining agreement before May 10, 2014, that allows for the evaluation of teachers rated accomplished every two years, this practice may continue until the current collective bargaining agreement expires. Districts must document evidence of the local policy and the date of board action in the electronic Teacher and Principal Evaluation System (eTPES) in the fall.

If the local board did *not* make a decision (by board policy before May 10, 2014) to evaluate teachers rated accomplished every two years, the district may elect to evaluate these teachers once every three years per Ohio Revised Code 3319.111. This means that a teacher rated accomplished at the end of a school year will not be formally evaluated again until another two full school years have passed. Please note that certain requirements apply if the district is not conducting formal annual evaluations of these teachers.

Board policy before May 10, 2014?	Requirements
Yes	Board policy permits evaluation every two years. Accomplished rating is carried forward. <b>None</b> of the following are required: <ul style="list-style-type: none"> <li>Formal evaluation;</li> <li>Observation or conference;</li> <li>Rating for student growth measures.</li> </ul> Professional growth or improvement plan is <b>required</b> annually.
No	May evaluate teachers rated accomplished less frequently (every three years) per Ohio Revised Code 3319.111. During the years teachers are not formally evaluated, the following <b>are</b> required: <ul style="list-style-type: none"> <li>Professional growth or improvement plan;</li> <li>One observation;</li> <li>One conference;</li> <li>Use the student growth measures process to determine a rating for student growth measures* and maintain a rating of average or higher to continue the less frequent evaluation cycle.</li> </ul>

**\*Note:** Districts that do not have memoranda of understanding permitting the use of value-added data during 2014-2015 and 2015-2016 may choose to use 2013-2014 value-added rating for their A-1 teachers only, so that they can remain on the less frequent evaluation cycle as noted above. See the FAQs and Evaluation Scenarios for A1 Teachers in Districts without Memoranda of Understanding posted under Resources below.

## For teachers rated skilled

Teachers rated skilled for last year may be evaluated annually or districts may choose to evaluate them every two years under Ohio Revised Code 3319.111. If a district elects to evaluate these teachers every two years, an observation, conference and a student growth measure score will be necessary during the year they are not fully evaluated. The evaluation schedule must be noted in eTPES in the fall of the school year.

District-selected evaluation schedule	Requirements

1) Every two years	Professional growth or improvement plan; One observation; One conference; Use the student growth measures process to determine a rating for student growth measures* and maintain a rating of average or higher to continue the less frequent evaluation cycle.
2) Annual evaluation	Professional growth or improvement plan; Two 30-minute formal observations; Walkthroughs (informal observations); Student growth measure rating* and performance rating; Final summative rating.

**\*Note:** Districts that do not have memoranda of understanding permitting the use of value-added data during 2014-2015 and 2015-2016 may choose to use 2013-2014 value-added rating for their A-1 teachers only, so that they can remain on the less frequent evaluation cycle as noted above. See the FAQs and Evaluation Scenarios for A1 Teachers in Districts without Memoranda of Understanding posted under Resources below.

## Resources

FAQs and Evaluation Scenarios for A1 Teachers in Districts without Memoranda of Understanding ([/getattachment/Topics/Teaching/Educator-Evaluation-System/Ohio-s-Teacher-Evaluation-System/Evaluation-Requirements-for-Teachers-Rated-Accompl/FLOW\\_CHART\\_A1\\_Teachers.pdf.aspx](http://getattachment/Topics/Teaching/Educator-Evaluation-System/Ohio-s-Teacher-Evaluation-System/Evaluation-Requirements-for-Teachers-Rated-Accompl/FLOW_CHART_A1_Teachers.pdf.aspx))

Safe Harbor Guidance ([http://education.ohio.gov/getattachment/Topics/Testing/State-Test-Updates-for-2015\\_2016/Safe\\_Harbor\\_Handout.pdf.aspx](http://education.ohio.gov/getattachment/Topics/Testing/State-Test-Updates-for-2015_2016/Safe_Harbor_Handout.pdf.aspx)) (Updated August 4, 2016)

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