

Local Decision Points for Districts Regarding the Ohio Teacher Evaluation System 2.0

Performance Components

- Will the district require completion of the self-assessment? (This remains private to the teacher.) **A: Yes**
- Are pre-conferences required? If so, are there any guidelines? **A: Yes. The pre conference is required for the first observation of those teachers on a full evaluation cycle.**
- Are observations announced or unannounced? **A: 1st observation is announced, 2nd observation is unannounced.**
- Is feedback required on each walkthrough/informal observation? If yes, what will this look like? **A: The evaluator will provide feedback through the evaluation form in Ohio ES.**
- In addition to the conference following the Formal Holistic Observation and the Final Summative Conference, are other conferences required? **A: Yes, teachers who are on-cycle will have a post conference after their formal focused observation.**

Evaluation Cycle

- How many focus areas will teachers have?
 - **A: minimum of one**
- Will the district evaluate teachers having earned an Accomplished or Skilled rating less frequently? **Yes**
 - For the one required observation, what type of observation will that be? **Formal Observation**
 - For the one required conference, what type of conference will that be? **Post Conference**
 - How will it be determined if progress is made on the PGP? **A: Qualitative or quantitative measurable indicators included in the plan will demonstrate progress toward the goal(s).**
- Will the district allow teachers rated Accomplished to select their evaluator and teachers rated Skilled to provide input on their evaluator?
 - **A: Yes**
- Will the district choose to not evaluate a teacher who has been board approved for retirement by December 1? **A:Yes**
- Will the district choose to not evaluate a teacher participating for the first time in the Resident Educator Summative Assessment (RESA)? **A: No**
- How will the district determine if a teacher is on board-approved leave for more than 50% of the school year?
 - Will that teacher be evaluated? **A: The Board may elect not to evaluate a teacher who was on leave from the School District for fifty percent (50%) or more of the school year.**
- For the teacher on a limited or extended limited contract under consideration for non-renewal, the district is required to conduct at least three formal observations.
 - **A: A teacher new to the District or any teacher on a limited contract who is under consideration for renewal/non renewal shall receive at least three (3) formal observations in addition to periodic (at least two (2)) classroom walkthroughs unless the Superintendent waives the third observation.**
 - How will this be communicated and implemented? **Policy 3220 and the OTES Handbook**

Professional Growth Plan (PGP)

- How many goals are teachers required to have on the PGP? **A: Minimum of one**
- What is the district timeline for development of the PGP? **A: PGPs are due the Friday after Labor Day.**
- How will it be determined that the PGP is aligned to any district and/or school improvement plan(s)? **A- Collaboration between the administration/teacher**

High-Quality Student Data (HQSD)

- How will the district make decisions around HQSD?
 - How will it be determined if an instrument meets the criteria for HQSD?
 - **A: The HSQD Committee will make recommendations to the superintendent.**
 - How will the evaluator determine if the teacher meets the criteria of using the data from the instrument?
 - **A: Evidence will be collected during formal/informal observations. Teachers can also bring evidence to conferences.**
 - How will the district define “experts in the field”? **A: The Board defines the term “expert” to include members of the District’s administrative team, credentialed evaluators, as well as Faculty representatives as selected by district administration in collaboration with AEA.**