

2020-2021 ACS Teacher Evaluation Procedures

Evaluation Procedure

- At least 2 formal observations and periodic walkthroughs using the OTES walkthrough form
- One formal observation must have 24 hour notice
- First observation must be preceded by a pre-conference
- 1st Observation by Dec. 31
- 2nd Observation by March 31
- 3rd Observation by May 1
- Teacher may request 1 postponement per year (if personal circumstances occur and if a delay would not result in an administrator missing a deadline)
- Post conference within 10 days of observation
- Teachers receiving “Accomplished” rating may be evaluated every 3 years
- Teachers receiving “Skilled” rating may be evaluated every 2 years
- Data gathered from walkthroughs must be placed on form agreed upon by joint committee and shared within a reasonable amount of time

OTES Teacher Performance Measuring Process

1. Self Assessment (optional)
2. Professional Growth Plan
3. Walkthroughs
4. Pre-Conference for Formal Observation #1
5. Announced Formal Observation #1
6. Post-Conference Observation
7. Pre-Conference for Observation #2 (optional)
8. Unannounced Observation #2
9. Post-Conference for Observation #2
10. Observation #3 (optional)
11. Post-Conference for Observation #3 (required if Observation #3 occurs)

Evaluators

Credentialed administrators employed by the district or employed by the ESC and assigned at least 50% of the time to Alliance

Certified Teachers Evaluated

All licensed educators spending at least 50% of their contracted time instructing students need to be evaluated under OTES. Allowable exceptions include:

- Accepted notice of retirement by Board on or before December 1
- Was on leave for 50% or more of the school year as calculated by the Board
- One-time RESA exemption

OTES Ratings Carried Forward

If a skilled or accomplished teacher has a rating carried forward from the previous year, the following are required: Unless the teacher has not taught in the district for at least 5 years

- A Professional growth or improvement plan
- One announced observation
- One post conference

Evaluatory Rubric- (In person instruction)

[OTES 1.0 Rubric](#)

Sections of the Evaluation Rubric used to evaluate Acellus online teachers

[OTES 1.0 Rubric](#)

Instructional Planning

- Knowledge of Students (section1)

Instruction & Assessment

- Differentiation
- Classroom Environment (sections 1, 3 & 4)
- Assessment of Student Learning

Professionalism

- Professional Responsibilities

Evaluatory Rubric and 1 Acellus walkthrough will be utilized for those teachers who are teaching face to face and monitoring one section of Acellus

ODE Student Growth Measures for the 2020-2021 school year- “A school district board of education may 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.”