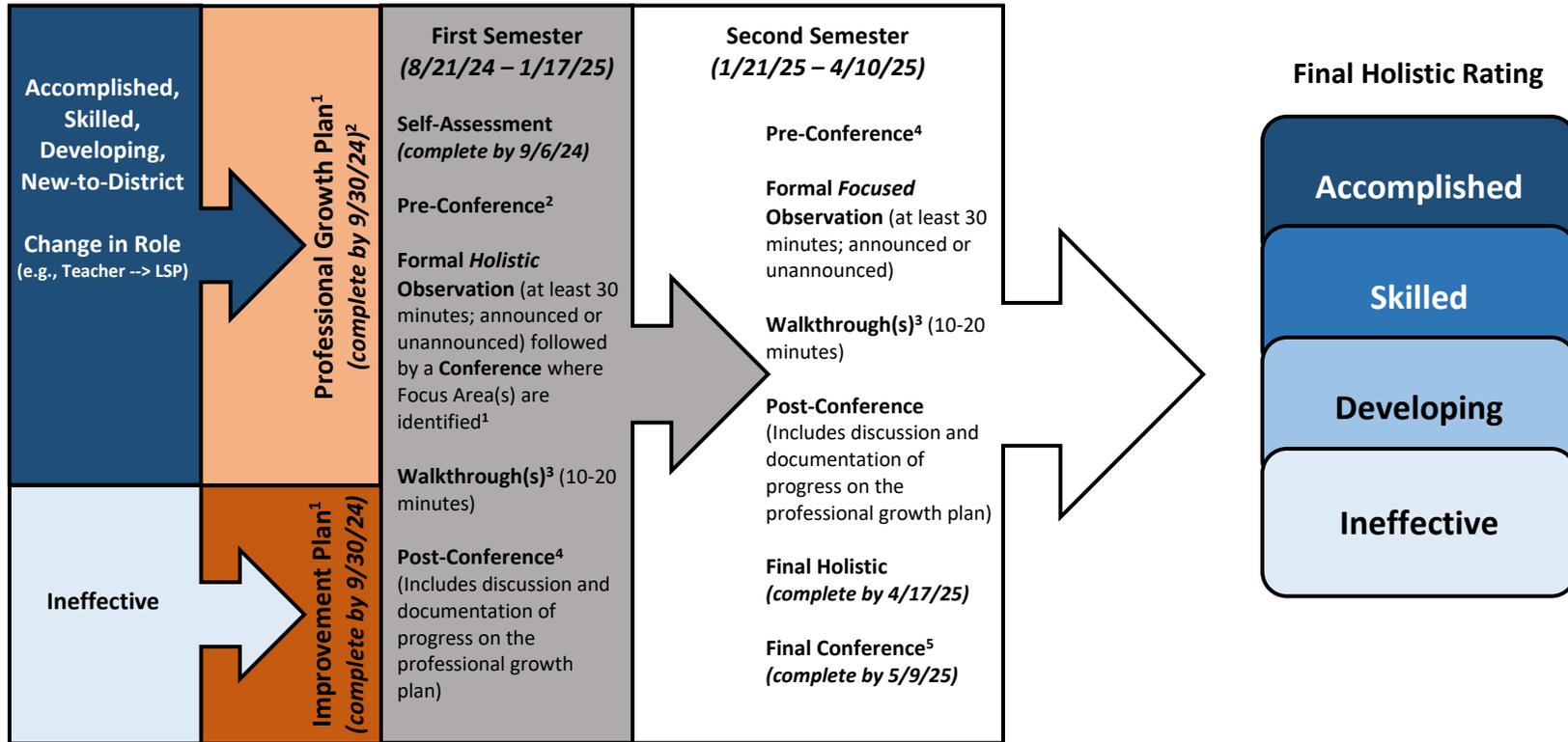


# Columbus City Schools Licensed Support Professional (LSP) 2024-2025 Evaluation

(This information is subject to change as a result of new knowledge and/or decisions from legislation, the Ohio Department of Education, Joint Evaluation Panel, etc.)



## Full Evaluation Cycle



**NOTE:** An educator moving from an LSP position to a Classroom Teacher position or making a significant switch in LSP job responsibilities is required to go through the *Full Evaluation Cycle*. An educator moving from a Classroom Teacher position to an LSP position is required to go through the *Full Evaluation Cycle*.

- <sup>1</sup> Educators with a previous rating of Accomplished will create a Self-Directed Professional Growth Plan. Focus Area(s) will be self selected.  
Educators with a previous rating of Skilled will create a Professional Growth Plan jointly with their evaluator. Focus Area(s) will be selected in collaboration with their evaluator.  
Educators with a previous rating of Developing will create a Professional Growth Plan guided by their evaluator. Focus Area(s) will be selected with guidance from their evaluator.  
Educators with a previous rating of Ineffective will have an Improvement Plan developed by their evaluator. Focus Area(s) will be selected by their evaluator.  
Educators without a previous rating will create a Professional Growth Plan and identify Focus Area(s) collaboratively with their evaluator.
- <sup>2</sup> The Professional Growth Plan Conference may be combined with the Semester 1 Pre-Conference during the same meeting, but all appropriate documentation must be completed for each separately.
- <sup>3</sup> Walkthroughs can occur at any point during the cycle (provided the Professional Growth Plan has been developed).
- <sup>4</sup> The Semester 1 Post-Conference may be combined with the Semester 2 Pre-Conference during the same meeting, but all appropriate documentation must be completed for each separately.
- <sup>5</sup> Evaluator and Educator discuss rating. Educator receives copy of Final Holistic Rating Form.

**All documentation must be submitted in OhioES prior to the next interaction and within seven school days of occurrence.**