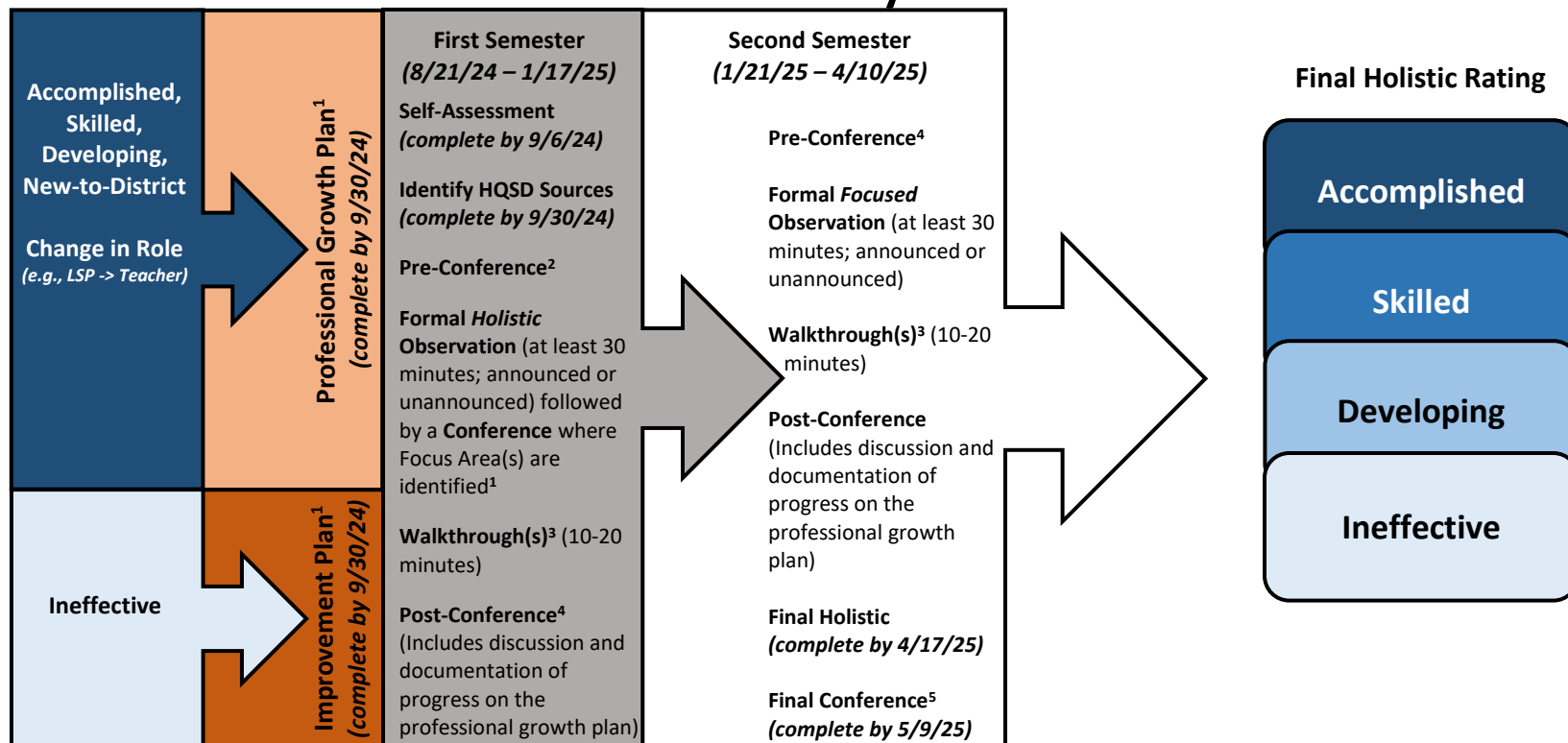


Columbus City Schools OTES 2024-2025 Evaluation

(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 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 LSP Evaluation Cycle*.

¹ Teachers with a previous rating of Accomplished will create a Self-Directed Professional Growth Plan. Focus Area(s) will be self selected.

Teachers 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.

Teachers 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.

Teachers with a previous rating of Ineffective will have an Improvement Plan developed by their evaluator. Focus Area(s) will be selected by their evaluator.

Teachers without a previous rating on OTES will create a Professional Growth Plan and identify Focus Area(s) collaboratively with their evaluator.

² 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.

³ Walkthroughs can occur at any point during the cycle (provided the Professional Growth Plan has been developed).

⁴ 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.

⁵ Evaluator and Teacher discuss rating. Teacher receives copy of Final Holistic Form.