

Ohio Teacher and Principal Evaluation Systems (OTES, OPES)

Alignment with

Positive Behavioral Interventions and Supports (PBIS)

The evaluation systems for principals and teachers adopted by the State Board of Education in 2005 promote an improvement process to enhance professional skills and behaviors in support of student learning. The Ohio Standards for Principals and the Ohio Standards for Teachers define the skills and knowledge that must be demonstrated at all stages of their careers. The professional standards and evaluation designations/achievements for both teachers and principals are very clear as to the importance of the implementation of a positive school culture and climate framework in relationship to the social-emotional needs of students and academic achievement.

Ohio Teachers Evaluation System (OTES) and PBIS

The gold standard for teachers is defined in the “Accomplished” category of the OTES as:

“A classroom management system has been designed, implemented and adjusted with student input and is appropriate for the classroom and individual needs. Students are actively encouraged to take responsibility for their behavior. The teacher uses research-based strategies to lessen disruptive behaviors and reinforce positive behaviors.”

This description is consistent with the Implementation Blueprint and Self-Assessment for School-Wide Positive Behavioral Interventions and Supports which outlines specific teacher implementation features to support an integrated academic and behavioral framework.

LINKS:

Click [here](#) for a link to the Ohio Department of Education Educator Evaluation Systems

Specifically the Blueprint indicates:

“The interaction and relationship between effective academic instruction and school-wide behavior are visible and promoted. When students have successful social skills, their academic engagement improves and teachers can teach. When students are academically successful, their social engagement is enhanced, and teacher’s classroom management implementation is improved.”

The Ohio Principals Evaluation System (OPES) and PBIS

The gold standard for principals is defined in the “Accomplished” category of the OPES:

Principal promotes and implements a school-wide system for behavioral support and intervention.

Principal promotes the effective use of identified physical and cultural resources and strategies to address the physical and mental health needs of student and staff.

Principal ensures that staff members treat students, parents and members of the community with respect.

This description is consistent with the leadership expectations outlined in the Implementation Blueprint and Self-Assessment for School-Wide Positive Behavioral Interventions and Supports. Three key areas include:

Capacity building for training, coaching, evaluation, and coordination

Administrative participation for political support, funding, and policy

Demonstrations of school and district implementation

Sources:

Ohio Department of Education: Ohio Teachers Evaluation System, Ohio Principals Evaluation System

Technical Assistance Center on Positive Behavioral Interventions and Supports: Implementation Blueprint and Self-Assessment U.S. Department of Education, Office of Special Education Programs