

A Tip Sheet for Principals

Talking to Teachers about the Ohio Teacher Evaluation System

The teacher evaluation model is designed to improve instruction and learning.

All educators know that the quality of the classroom teacher affects how well kids learn. It is for that reason that the state legislature put the Ohio Teacher Evaluation System into place. The system, which is based on the seven Ohio Standards for the Teaching Profession, helps reinforce the things a teacher does well and provides guidance so he or she can improve. With the evaluation systems in place, teacher evaluation is more consistent than ever before among Ohio's schools and districts.

The Ohio evaluation system uses measures of teacher performance and student academic growth as the primary means of evaluating a teacher. The original teacher evaluation framework weights each of these two measures as 50 percent of the evaluation. The alternative framework weights teacher performance at 50%, student growth at 35% and allows for a third alternative measure weighted at 15 percent. Here is more information about each of these measures:

- Teacher performance – an evaluator (usually the school principal) determines a teacher's performance rating through classroom observation, walk-throughs and conferences with the teacher.
- Student growth measures – A student growth measure looks at the academic progress of a teacher's students between two points in time.
- Optional alternative component – Districts selecting the alternative framework available may use one or any combination of several components: student surveys, teacher self-evaluations, peer reviews, student portfolios or district-determined component.

Based on the selected evaluation framework, teachers' final ratings will be either accomplished, skilled, developing or ineffective. Teachers will design a professional growth or improvement plan with their principals.

Teachers who work with students performing below grade level are not put at a disadvantage in the evaluation system.

Teachers cannot control what their students know when they show up on the first day of school, but effective educators can demonstrate their ability to improve their students' learning. Wherever students are as the school year begins, the system measures the progress they make throughout the year.

Teachers will be evaluated by personnel who are specifically trained for the task.

Every two years, principals and other evaluators must complete rigorous, state-sponsored training and pass an online assessment to serve as credentialed teacher evaluators in Ohio. Also, part of the principal evaluation is based on how accurately the principal evaluates teachers. The Ohio Department of Education will conduct random reviews of teacher and principal evaluations. In addition, a research organization will analyze how well the teacher performance ratings match with student growth measures.

State and national reviewers have contributed to Ohio Teacher Evaluation System design.

The Ohio Department of Education worked with practicing educators, education researchers and the Ohio Educator Standards Board to design the evaluation systems model. Education First, MGT of America and the Ohio Education Research Center conducted formal evaluations.

Where do we stand today?

All Ohio school districts were required by law to have adopted teacher and principal evaluation policies that align with a state-adopted framework by July 1, 2013. Most Ohio districts launched the evaluation systems in the 2013-2014 school year.

The electronic Teacher and Principal Evaluation System is the required accountability system for conducting and documenting educator evaluations and calculating ratings. After superintendents provide access to district staff, teachers and principals may log into the system and become familiar with it. Returning users can use the same username and password that they had in the past.