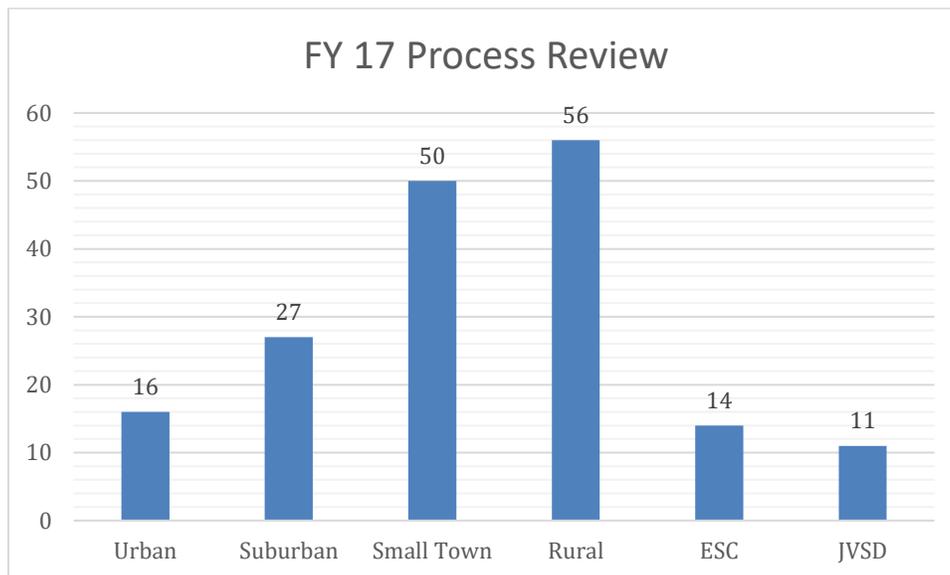


## FY17 Educator Evaluation Process Review Overview

Beginning in the fall of 2017 the Ohio Department of Education reviewed 197 Ohio districts in the fourth cycle of the Educator Evaluation Process Review. Of the 197 districts reviewed 56 were rural, 50 were small town, 27 were suburban, 16 were urban, and 11 were JVSD, and 14 were ESCs. The complete list of districts is available [here](#). The Department reviewed principal and teacher evaluation data from the 2016-2017 school year. The noteworthy findings for both principal and teacher evaluation systems presented here can inform future implementation in Ohio Districts.

**Note:** Discrepancy in total number of districts reflects Year 3 EEPR districts who are automatically returned to this year’s pool for review.



### AREAS OF CONCERN FROM REVIEW PROCESS

#### Ohio School Counselor Evaluation System:

- Less than 50% of school counselors evaluated (1 district)
- Less than 50% of school counselors reported in EMIS were evaluated in eTPES (26 districts)
- District’s modified rubric did not align to the OSCES rubric (1 district)

#### Ohio Principal Evaluation System:

- Less than 50% of principals evaluated in eTPES (1 district)
- Less than 75% of principals reported in EMIS evaluated in eTPES (13 districts)
- District’s modified rubric is not aligned to OPES (5 district)

#### Ohio Teacher Evaluation System:

- Less than 75% of final summative ratings completed by district (1 district)
- Greater than 25% of final summative ratings Not Completed by building (2 districts)

- Less than 75% of teachers who were reported in EMIS were evaluated in eTPES (7 districts)
- District's modified rubric did not align to OTES rubric (1 district)

## COMMUNICATION WITH DISTRICTS

- Each district which was identified with an area of concern from the review process was contacted via phone and/or email to discuss why they had the issues identified as well as to assist with outlining how they will improve their processes/procedures moving forward
- Each district conducted their own review process into the identified area of concern and provided the Office of Educator Effectiveness documentation of their findings and plans for improving

## RESULTS FROM DISTRICT COMMUNICATIONS

- Based on the documentation and conversations with identified districts, common themes included:
  - Incorrect coding in EMIS
  - Districts did not have credentialed OSCES evaluators
  - Districts were still under their old negotiated agreements and should have marked "pilot"
  - Districts thought they were under a "pilot" year and did not upload the completed evaluations
  - Staff in question were employed by the LEA but were then contracted to another LEA
- Districts noted in their documentation that they are working on correcting the issues for FY18
- Additional training was requested by two districts which was provided by our state trainers