Local Decision Points for Districts Piloting OTES 2.0

Performance Components
- Will the district require completion of the self-assessment? (this remains private to the teacher)
- Are pre-conferences required? If so, are there any guidelines?
- Are observations announced or unannounced?
- Is feedback required on each walkthrough/informal observation? If yes, what will this look like?
- In addition to the conference following the holistic formal observation and the final summative conference, are other conferences required?

Evaluation cycle
- How many focus areas will evaluators select for teachers in the full evaluation cycle?
- Will the district evaluate teachers having earned an Accomplished or Skilled rating less frequently?
  - How will it be determined if progress is made on the PGP?
  - For the one required observation, what type of observation will that be?
  - For the one required conference, what type of conference will that be?
- What is the process for selecting evaluators of Accomplished and Skilled teachers?
- Will the district choose to not evaluate a teacher providing notice of retirement by December 1?
- Will the district choose to not evaluate the teacher participating for the first time in RESA?
- How will the district determine if a teacher is on board approved leave for more than 50% of the school year? Will that teacher be evaluated?
- For the teacher on a limited or extended limited contract, under consideration for non-renewal, the district is required to conduct at least three formal observations. How will this be communicated and implemented?

Professional Growth Plan (PGP)
- How many goals are teachers required to have on the PGP?
- What is the district timeline for development of the PGP?
- How will it be determined that the PGP is aligned to district or school improvement plan(s)?

High-Quality Student Data
- How will the district make decisions around HQSD?
  - How will it be determined if an instrument meets the criteria for HQSD? Committee? Evaluator?
  - How will it be determined that the teacher met the criteria of using the data from the instrument? Committee? Evaluator?
  - How will the district define “experts in the field”?