

eTPES.Rubric Alignment

The Ohio Department of Education's (ODE) Alignment Tools are designed to determine alignment of your rubric(s) to the Ohio Teacher Evaluation System (OTES) Performance Rubric and/or the Ohio School Counselor Evaluation System (OSCES) Rubric. In some cases, the tools will identify areas in your rubric(s) that may need modification to become aligned.

OTES Rubric Alignment

All LEAs are required to demonstrate alignment to the OTES Performance Rubric if not using the OTES Performance Rubric as provided in the framework.

Before starting the Alignment Tool, you will need:

- Your LEA rubric (hard copy and a PDF electronic copy that can be uploaded into the tool).
- The list of OTES indicators (available in the Alignment Tool).
- ODE created crosswalk of the OTES Performance Rubric and the Danielson FFT, Marzano or TAP rubric (if your LEA is using one of those rubrics). These are available in the Alignment Tool.
- State ID (license number) and name of the individual responsible for the alignment of the teacher rubric.

The Alignment Tool requires you to identify content from your LEA rubric that aligns with the OTES indicators. In some cases you will be asked to enter your rubric text into the tool to demonstrate alignment. You will also be asked to upload an electronic copy of your rubric and sign-off on the answers provided in the tool. The entire process should take about 60 minutes. The following sections will provide step-by-step instructions on how to complete the Alignment Tool.



Important Note

- If your current rubric does not address all OTES indicators, you may have to modify your rubric to address those missing indicators.
- When you are completing the tool, you can see the status of your alignment in the Areas of Required Alignment section of the tool.
- Once you have completed sign-off of the Alignment Tool, you can no longer make changes to the tool.

Alignment Tool Steps for LEAs Using the OTES Rubric

If your LEA is using the OTES performance rubric, this choice will be indicated in the eTPES setup form and the alignment tool is not required.

Alignment Tool Steps for LEAs Not Using the OTES Rubric

First, review the indicators you will need to address by clicking on the link to the type of performance rubric that your LEA is using. Once you have reviewed the required indicators, click the "Start Alignment Tool" button at the bottom of the page.

The following sections require completion in order for the Ohio Department of Education to demonstrate the alignment of your LEA's performance rubric to the **Ohio Teacher Evaluation Rubric**.

- The entire process may take up to 60 minutes depending on your changes.
- Your work is saved after clicking the Save button under each Standard Area
- You will need the specific text from your district's evaluation rubric to complete the alignment tool.
- Upon completion you will need to sign off on the information provided.

ODE has developed a crosswalk between three commonly used rubrics and the OTES Performance Rubric. The crosswalks identify specific indicators that LEAs must address in order to be fully aligned.

The indicators to address are below:

- [Danielson Framework for Teaching](#)
- [Marzano Rubric](#)
- [TAP Rubric](#)

If you are not using one of these rubrics nor are you using the OTES Performance Rubric, you must address all indicators:

- [OTES Indicators](#)

For questions, please email evaluation@education.ohio.gov.

[Start Alignment Tool →](#)

Beginning the Alignment Tool

You will begin the Alignment Tool by answering some background questions on your performance rubric. You must complete this section first before working on any other section of the Alignment Tool.

One of the background questions asks you to compare your performance level ratings with the OTES performance level ratings. Ohio Revised Code 3319.111 requires the use of four performance levels: Ineffective, Developing, Skilled, and Accomplished. Using the performance level descriptions provided, align your rubric performance levels with each of the OTES performance levels. The following is an image from the Alignment Tool that illustrates how you will answer this request.

Alignment Configuration

1. Your district is not using the **OTES** Rubric
2. You have indicated your district is currently using the **Danielson Framework for Teaching**
3. Have you made any modifications to the **Danielson Framework for Teaching**? Modifications include adding or removing categories, adding or deleting performance levels or changing language within the rubric.

- Yes
 No

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[Save](#)

[Save and Continue →](#)

Ohio revised code requires the use of four summative performance levels, defined as follows:

Ineffective	Developing	Skilled	Accomplished
The teacher consistently fails to demonstrate minimum competency in one or more teaching standards. There is little or no improvement over time. The teacher requires immediate assistance and needs to be placed on an improvement plan.	The teacher demonstrates minimum competency in many of the teaching standards, but may struggle with others. The teacher is making progress but requires ongoing professional support for necessary growth to occur.	The teacher consistently meets expectations for performance and fully demonstrates most or all competencies. This rating is the rigorous, expected performance level for most experienced teachers.	The teacher is a leader and model in the classroom, school, and district, exceeding expectations for performance. The teacher consistently strives to improve his or her instructional and professional practice and contributes to the school or district through the development and mentoring of colleagues.

List the rating label(s) in your rubric that align with each of the following OTES ratings, recognizing that in the rubric with 3 (or less) or 5 (or more) levels, will require you to realign your evaluation level descriptions.

Ineffective:

Developing:

Skilled:

Accomplished:

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[Save and Continue →](#)

Standard Area Tables

Once you have completed the Background Questions, you will move through each of the OTES standard areas. Each performance level has a series of indicators that require alignment. Complete the following steps for each Standard Area section of the Alignment Tool.

1. Beginning with the “Indicators for Expected Performance (Skilled)” column, answer the additional questions that appear in the table.

- Include where in your rubric each indicator is captured (i.e. domain, performance level, etc.).
- Include the language that captures each indicator.

2. Once you've completed your answers, click the **Save** button beneath the text boxes.

3. If your LEA rubric includes any additional indicators not included in the table for that standard area, you may indicate this by clicking on “add indicator”. Click the “Save” button when you finish. This step is not required.


4. Repeat this process for all indicators in the performance levels.

If your LEA does not include any of the indicators, your LEA rubric will need to be modified to include these indicators. Once your district has modified its rubric, return to the Alignment Tool to enter the modified language. All of the indicators must include the language from your LEA rubric showing alignment.

Review and Approval

After completing the Standard Area(s), the Superintendent must attach a PDF containing the revised/aligned teacher rubric. No changes can be made after the Sign and Approve button has been clicked.

To view all responses for all Standard Areas, click the **View Attachment Report**.

Alignment	 The signature for this alignment has been saved successfully.	
Alignment Configuration	<h2>2016-2017 Teacher Alignment Tool</h2> <h3>Superintendent Signature</h3>	
Areas of Required Alignment	Status	<input type="button" value="View Alignment Attachment"/> <input type="button" value="View Attachment Report"/>
Focus for Learning	Complete	
Alignment Finalization		
→ Superintendent Signature	<p>This alignment was signed by _____ on 08-04-2016.</p> <p>Thank you for using the Ohio Alignment Tool!</p>	


OSCES Rubric Alignment

All LEAs are required to demonstrate alignment to the OSCES Rubric if not using the OSCES Rubric as provided in the framework.

Before starting the Alignment Tool, you will need:

- Your LEA rubric (hard copy and a PDF electronic copy that can be uploaded into the tool).
- The list of OSCES indicators (available in the Alignment Tool).
- State ID (license number) and name of the individual responsible for the alignment of the counselor rubric.

The Alignment Tool requires you to identify content from your LEA rubric that aligns with the OSCES indicators. In some cases you will be asked to enter your rubric text into the tool to demonstrate alignment. You will also be asked to upload an electronic copy of your rubric and sign-off on the answers provided in the tool. The entire process should take about 60 minutes. The following sections will provide step-by-step instructions on how to complete the Alignment Tool.

 **Important Note**

- If your current rubric does not address all OSCES indicators, you may have to modify your rubric to address those missing indicators.
- When you are completing the tool, you can see the status of your alignment in the Areas of Required Alignment section of the tool.
- Once you have completed sign-off of the Alignment Tool, you can no longer make changes to the tool.

Alignment Tool Steps for LEAs Using the OSCES Rubric

If your LEA is using the OSCES rubric, this choice will be indicated in the eTPES setup form and the alignment tool is not required.

Alignment Tool Steps for LEAs Not Using the OSCES Rubric

First, review the indicators you will need to address by clicking on the link to the type of rubric that your LEA is using. Once you have reviewed the required indicators, click the “Start Alignment Tool” button at the bottom of the page.

The following sections require completion in order for the Ohio Department of Education to demonstrate the alignment of your LEA's performance rubric to the **Ohio School Counselor Evaluation Rubric**.

- The entire process may take up to 60 minutes depending on your changes.
- Your work is saved after clicking the Save button under each Standard Area
- You will need the specific text from your district's evaluation rubric to complete the alignment tool.
- Upon completion you will need to sign off on the information provided.

For questions, please email school.counselor@education.ohio.gov.

Beginning the Alignment Tool

If you chose Locally Developed or Other Rubric in the LEA Setup, you will begin the Alignment Tool by comparing your performance level ratings with the OSCES performance level ratings. Ohio Revised Code 3319.113 requires the use of four performance levels: Ineffective, Developing, Skilled, and Accomplished. Using the performance level descriptions provided, align your rubric performance levels with each of the OSCES performance levels. The following is an image from the Alignment Tool that illustrates how you will complete this section.

Alignment Configuration

1. Your district is not using the **OSCES Rubric**
2. You have indicated your district is currently using the **Locally Developed OSCES Rubric**
3. The Ohio Department of Education requires you to demonstrate alignment between your rubric and the **OSCES Rubric**. Before completing the tool, please review the OSCES Standard Areas and Indicators.

Ohio revised code requires the use of four summative performance levels, defined as follows:

Ineffective	Developing	Skilled	Accomplished
The school counselor consistently fails to demonstrate minimum competency in one or more standards. There is little or no improvement over time. The school counselor requires immediate assistance and needs to be placed on an improvement plan.	The school counselor demonstrates minimum competency in many of the standards, but may struggle with others. The school counselor is making progress but requires ongoing professional support for necessary growth to occur.	The school counselor consistently meets expectations for performance and fully demonstrates most or all competencies. This rating is the rigorous, expected performance level for most experienced school counselors.	The school counselor is a leader and model in the school district, exceeding expectations for performance. The school counselor consistently strives to improve his or her professional practice and contributes to the school or district through the development and mentoring of colleagues.


List the rating label(s) in your rubric that align with each of the following OSCES ratings, recognizing that in the rubric with 3 (or less) or 5 (or more) levels, will require you to realign your evaluation level descriptions.

Ineffective:

Developing:

Skilled:

Accomplished:

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Standard Area Tables

Once you have completed the alignment of performance levels or if you chose Modified OSCES Rubric in the LEA Setup, you will move through each of the OSCES standard areas. Each performance level has a series of indicators that require alignment. Complete the following steps for each Standard Area section of the Alignment Tool.

1. Beginning with the “Indicators for Expected Performance (Skilled)” column, answer the additional questions that appear in the table.

- Include where in your rubric each indicator is captured (i.e. domain, performance level, etc.).
- Include the language that captures each indicator.

2. Once you’ve completed your answers, click the **Save** button beneath the text boxes.

3. If your LEA rubric includes any additional indicators not included in the table for that standard area, you may indicate this by clicking on “add indicator”. Click the “Save” button when you finish. This step is not required.

4. Repeat this process for all indicators in the performance levels.

If your LEA does not include any of the indicators, your LEA rubric will need to be modified to include these indicators. Once your district has modified its rubric, return to the Alignment Tool to enter the modified language. All of the indicators must include the language from your LEA rubric showing alignment.

Review and Approval

After completing the Standard Area(s), the Superintendent must attach a PDF containing the revised/aligned counselor rubric. No changes can be made after the Sign and Approve button has been clicked.

Alignment Configuration	
Areas of Required Alignment	Status
Comprehensive School Counseling Program Plan	Complete
Alignment Finalization	
→ Superintendent Signature	

Superintendent Signature

(only PDF files are allowed)

Thank you for using the Ohio Alignment Tool!

⚠ To complete this alignment, please upload an electronic copy of your rubric in PDF form and click the "Sign and Approve" button below.

By clicking the "Sign and Approve" below you agree that the information provided by your district is truthful and accurate. The Ohio Department of Education will conduct random audits of the Alignment Tool to ensure proper alignment of the evaluation system. If the information entered regarding your LEA's performance rubric is correct and accurate, please sign and approve.

Once you have clicked the Sign and Approve button, the information cannot be changed.

To view all responses for all Standard Areas, click the **View Attachment Report**.

Alignment	
Alignment Configuration	
Areas of Required Alignment	Status
Comprehensive School Counseling Program Plan	Complete
Alignment Finalization	
→ Superintendent Signature	

i The signature for this alignment has been saved successfully.

2016-2017 School Counselor Alignment Tool

Superintendent Signature

This alignment was signed by _____ on 08-05-2016.

Thank you for using the Ohio Alignment Tool!