

Local Decision Points for Districts Regarding the Ohio Teacher Evaluation System 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 Formal Holistic Observation and the Final Summative Conference, are other conferences required?

Evaluation Cycle

- How many focus areas will teachers have?
- Will the district evaluate teachers having earned an **Accomplished** or **Skilled** rating less frequently?
 - For the one required observation, what type of observation will that be?
 - For the one required conference, what type of conference will that be?
 - How will it be determined if progress is made on the PGP?
- Will the district allow teachers rated **Accomplished** to select their evaluator and teachers rated **Skilled** to provide input on their evaluator?
- Will the district choose to not evaluate a teacher who has been board approved for retirement by December 1?
- Will the district choose to not evaluate a teacher participating for the first time in the Resident Educator Summative Assessment (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 any district and/or school improvement plan(s)?

High-Quality Student Data (HQSD)

- How will the district make decisions around HQSD?
 - How will it be determined if an instrument meets the criteria for HQSD? Committee? Evaluators?
 - How will the evaluator determine if the teacher meets the criteria of using the data from the instrument?
 - How will the district define “experts in the field”?