

## Implementation of OTES 2.0 Guidance

Senate Bill 216 of the 132<sup>nd</sup> General Assembly contains several provisions pertaining to revisions to Ohio's teacher evaluation framework. Sections 3319.111 and 3319.112 of the Revised Code were amended to set forth the requirements for adoption and implementation of the revised framework, and Sections 6 and 7 of the Bill contain provisions pertaining to the pilot program for the revised framework and evaluations conducted under the current framework.

ORC 3319.111, as amended by SB 216, states:

Not later than July 1, 2020, the board of education of each school district, in consultation with teachers employed by the board, shall update its standards-based teacher evaluation policy to conform with the framework for evaluation of teachers adopted under section [3319.112](#) of the Revised Code. The policy shall become operative at the expiration of any collective bargaining agreement covering teachers employed by the board that is in effect on the effective date of this amendment and shall be included in any renewal or extension of such an agreement.

The Ohio Department of Education is providing flexibility in accordance with recently passed legislation HB 197 regarding the deadline for the revision of district board of education policies to conform to the Ohio Teacher Evaluation System (OTES) 2.0. To allow adequate time for consultation with teachers when updating these policies, the date for district board policy adoption has been extended to Sept. 1, 2020.

Additionally, Section 6 of SB 216 provides for the establishment of a pilot program by the Department to guide the framework that will be adopted the State Board pursuant to ORC 3319.112. Section 7 of SB 216 then provides:

Notwithstanding the amendment or repeal of sections 3319.111, 3319.112, and 3319.114 of the Revised Code by this act, for the 2018-2019 and 2019-2020 school years, the following shall apply:

(A) Each school district, other than a district participating in the pilot program established under Section 6 of this act, shall conduct teacher evaluations in accordance with those sections as they existed prior to the effective date of this section.

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### Implementation Timeline:

**Upon the expiration of any collective bargaining agreement that was in effect on November 2, 2018, any renewal or extension of the collective bargaining agreement must include the new standards-based teacher evaluation policy that will be updated by the district board not later than September 1, 2020 and recognize that the policy will become operative at that time.** During the 2018-2019 and 2019-2020 school years, districts (other than pilot participants) shall evaluate their teachers in accordance with the teacher evaluation framework that existed prior to November 2, 2018.

Districts required to implement the Ohio Teacher Evaluation System 2.0 (ORC 3319.111) have the discretion to determine their readiness to implement in the 2020-2021 school year or delay for one year until 2021-2022. It is recommended this decision is made in collaboration with teachers. Districts are encouraged to consult local district counsel for additional implementation questions.

For evaluation concerns please contact: [evaluation@education.ohio.gov](mailto:evaluation@education.ohio.gov)