

# Ohio Educator Evaluation Systems Update

Office of Educator Effectiveness

4/13/2012

[Edition 1, Volume 2]

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## **Alignment to the OTES Framework**

Alignment Tool available to LEAs

Legislation requires that districts adopt a teacher evaluation policy by July 1, 2013 to align with the Ohio Teacher Evaluation System (OTES) Framework as adopted by the State Board of Education in November, 2011. As part of the Ohio electronic Teacher and Principal Evaluation System (eTPES), LEAs will be able to log on and use an Alignment Tool to align their district teacher performance rubric to the Ohio Teacher Performance Rubric. LEAs may then download their locally developed rubric into the electronic system and follow the steps to complete a final summative rating for each teacher. We will update you on this product as information is available.

## **Credentialing**

OTES Evaluator Training in STARS

OTES Evaluator Training sessions were posted in STARS at the beginning of April. This training will be offered regionally throughout the state beginning in June, and will be conducted by state trainers who also have been credentialed.

LEA Credentialed evaluators must:

- possess the proper certification/ licensure to be an evaluator or are LEA trained and approved peer evaluators
- have been approved as an evaluator by the local board of education
- have completed state-sponsored OTES training
- have passed the online assessment using the OTES rubric

Look for the location nearest you, and convenient dates – **the keyword in STARS is OTES.**

## **Ohio eTPES**

Electronic Systems to be Piloted

Thirty-eight schools are piloting the electronic version of Ohio Principal Evaluation through the end of May, 2012. The pilot will provide useful feedback on ease of navigation, record-keeping, management of principal's files, storing of evidence and usefulness of forms. Following the OPES version, the Ohio Teacher Evaluation System (OTES) will be piloted June through August 2012. Schools who have participated in the OTES Pilot 2011-2012 will be eligible to participate in the pilot. A similar process of user feedback will be used to refine and revise the OTES version. If you are interested in participating, please contact: [carol.king@education.ohio.gov](mailto:carol.king@education.ohio.gov)

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## *Statewide Educator Evaluation Symposium*

Greater Columbus Convention Center

All educators are invited to the Statewide Educator Evaluation Symposium on May 25<sup>th</sup>, 2012 at the Greater Columbus Convention Center. Participants will learn about models of educator evaluation and promising practices for piloting and implementing the Ohio Principal Evaluation System and the Ohio Teacher Evaluation System collaboratively and systemically. Implications for both participating and non-participating Race to the Top LEAs will be discussed. You must register for this event in [STARS](#).

## *Evaluation: Teacher Performance and Student Growth Measures*

Latest Resources

As Ohio continues to refine and implement new systems for evaluating educators, the OTES [Web page](#) has been updated with key documents. The information provided will assist districts as they pilot and implement the Ohio Teacher Evaluation System (OTES) and Ohio Principal Evaluation System (OPES). These evaluation systems will provide educators with a richer and more detailed view of their performance, with a focus on specific strengths and opportunities for improvement. Each system relies on two key evaluation components: 50 percent teacher performance (based on classroom observations and other factors), and 50 percent student growth measures.

The following documents (available on the Web page) detail the student growth measures component of the Ohio Teacher Evaluation System.

- **Student Growth Measures Overview**  
For information about **Value-Added** measures:  
[Christopher.Woolard@education.ohio.gov](mailto:Christopher.Woolard@education.ohio.gov)
- **ODE Approved List of Assessments**  
For questions about the \*ODE-approved **list of assessments**:  
[Larry.Early@education.ohio.gov](mailto:Larry.Early@education.ohio.gov)  
(\*For questions about the actual assessments, please contact the respective vendors directly.)
- **Student Learning Objectives information**
- **Steps for Designing a Local Student Growth Measures Plan**  
For questions about developing **local measures**, including **student learning objectives**:  
[Kathy.Harper@education.ohio.gov](mailto:Kathy.Harper@education.ohio.gov).

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## Student Growth Measures

Student growth measures shall account for 50 percent of the teacher evaluation. For the purpose of use in the OTES model, student growth is defined as the change in student achievement for an individual student between two or more points in time. In Ohio's LEAs the student growth component will be comprised of a combination of two or more measures of Value-Added scores, vendor-created assessments, and LEA determined student growth measures.

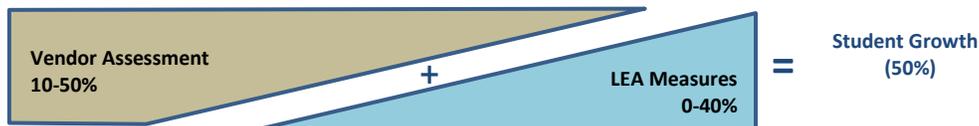
### Three categories of teachers based on availability of Teacher Value-Added and LEA decisions

It is important to note that the combination of measures within this general framework will vary depending on the grades and subjects taught. There is not enough research yet to say which combination of measures will provide the most accurate and useful information about teacher effectiveness. Therefore, these guidelines shall be updated as research and best practices emerge to inform revisions. Subsequently, the specific student growth components will be divided into three categories for teachers based on the availability of Teacher Value-Added and LEA decisions:

#### A: Teacher-level Value-Added data available



#### B: Approved Vendor Assessment data available



#### C: No Teacher-level Value-Added or Approved Vendor Assessment data available



As the teacher evaluation system is implemented and matures, LEAs may consider a phased-in, stepped approach in designing percentage breakdowns within categories. Some student growth data will be based on the previous year's results (due to testing schedules, Value-Added processing, and HB 153 evaluation requirements for evaluation schedule). The Value-Added metric will utilize a three-year average, which will itself mature on a rolling basis as LEAs implement teacher Value-Added on a phased-in schedule beginning in 2010-11.

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## Student Growth Measures

Continued

In Ohio's LEAs the student growth component will be comprised of a combination of the following measures based on data availability and LEA decisions.

A	Teacher Value-Added	<ul style="list-style-type: none"> <li>• MUST use if available               <ul style="list-style-type: none"> <li>○ 10-50% if applicable</li> <li>○ Phased-in implementation of reading and math, grades 4-8</li> <li>○ Extended reporting (other grades and subjects) being piloted</li> </ul> </li> <li>• EVAAS Value-Added metric, aggregated across subject areas               <ul style="list-style-type: none"> <li>○ 1-year report; or 2- or 3-year rolling average, based on availability</li> </ul> </li> </ul>
B	Vendor Assessments	<ul style="list-style-type: none"> <li>• MUST use if LEA has assessment in place               <ul style="list-style-type: none"> <li>○ 10-50% if applicable and no Value-Added data available</li> </ul> </li> <li>• From ODE-Approved List               <ul style="list-style-type: none"> <li>○ Vendors demonstrate how assessment can measure growth</li> </ul> </li> </ul>
C	LEA-Determined Measures	<ul style="list-style-type: none"> <li>• MAY use: LEA decision (Teacher Groups A &amp; B)               <ul style="list-style-type: none"> <li>○ 0-40% if used in combination with Type One or Two measures</li> </ul> </li> <li>• MUST use (Teacher Group C)               <ul style="list-style-type: none"> <li>○ 50% if no Type One or Two data available</li> </ul> </li> <li>• Three types of LEA-Determined Measures               <ul style="list-style-type: none"> <li>○ <b>Student Learning Objectives (SLOs)</b> process for using measures that are specific to relevant subject matter. Measures for SLOs must be district-approved and may include:                   <ul style="list-style-type: none"> <li>• District-approved, locally developed assessments</li> <li>• Pre/Post assessments</li> <li>• Interim assessments</li> <li>• Performance-based assessments</li> <li>• Portfolios</li> </ul> </li> <li>○ <b>Shared attribution</b> measures to encourage collaborative goals and may include:                   <ul style="list-style-type: none"> <li>• Building or District Value-Added is recommended if available</li> <li>• Building teams (such as content area) may utilize a composite Value-Added score</li> <li>• Performance Index gains</li> <li>• Building or District-based SLOs</li> </ul> </li> <li>○ Teacher Group A (with Value-Added) may also use <b>Vendor assessments</b> as a LEA-determined measure if using both</li> </ul> </li> </ul>