

## Ohio's Teacher Evaluation

The new teacher evaluation system applies to any person who is employed under a teaching license or a under a professional or permanent teacher's certificate and who spends at least 50% of the time employed providing student instruction. The new teacher evaluation does not apply to a person employed as a substitute.

An evaluation must be completed for every teacher every year\*. This evaluation must be completed by **May 1** and a written report provided to the teacher by **May 10**. Each evaluation consists of two formal observations of at least thirty minutes and classroom walkthroughs.

### Accomplished Teachers\*

#### Local Board of Education Option- Evaluations Conducted Once Every Two Years

The local board of education MAY elect, upon adoption of a resolution, to evaluate each teacher who received a summative rating of accomplished on the teacher's most recent evaluation once every two years, instead of every year. The same deadlines (**May 1** completion of evaluation and **May 10** written report issued) still apply. The evaluation shall consist of two formal thirty minute observations and classroom walkthroughs.

**Note: this information is contained in HB153 but is important to include here for clarity.**

#### Local Board of Education Option- Project

The local board of education MAY elect, upon adoption of a resolution, to require only one formal observation of a teacher who received a summative rating of accomplished on the teacher's most recent evaluation, provided the teacher completes a project that has been approved by the board to demonstrate the teacher's continued growth and practice at the accomplished level. The same deadlines (**May 1** completion of evaluation and **May 10** written report issued) still apply.

In other words, if the local board of education chooses to adopt this in their policy, it is another option for the accomplished teacher.

### Teachers Considered for Nonrenewal\*- Third Observation

The local board of education shall require at least three formal observations of each teacher who is under consideration for nonrenewal and with whom the board has entered into a limited contract\*\* or extended limited contract\*\*.

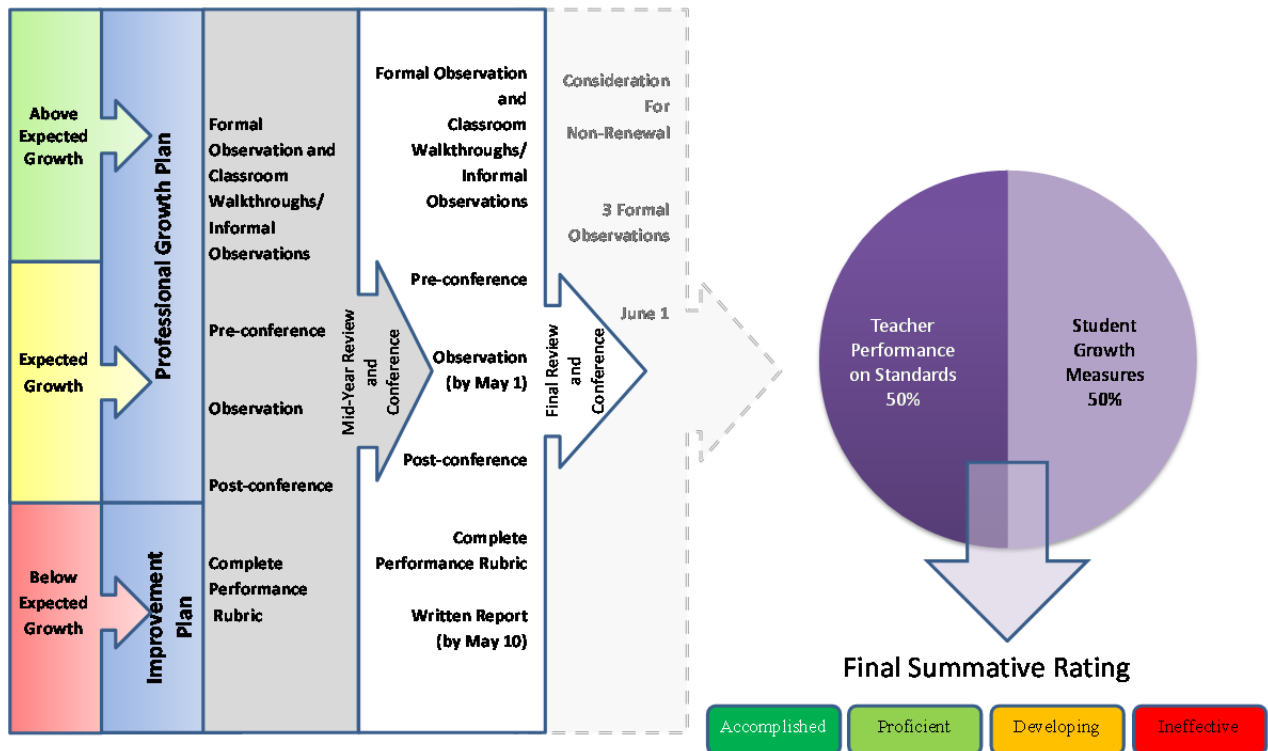
The employing board, acting on the superintendent's recommendation that the teacher not be reemployed, must give the teacher written notice on or before June 1 of its intention not to reemploy the teacher. A

teacher who does not have evaluation procedures applied in compliance with section 3319.111 of the Revised Code or who does not receive notice on or before **June 1** of the intention of the board not to reemploy the teacher is presumed to have accepted employment under unless the teacher notifies the board in writing to the contrary on or before **June 15**.

\*\*"Limited contract" means a limited contract, as described in section 3319.08 of the Revised Code, that a school district board of education or governing board of an educational service center enters into with a teacher who is not eligible for continuing service status.

\*\*"Extended limited contract" means a limited contract, as described in section 3319.08 of the Revised Code, that a board of education or governing board enters into with a teacher who is eligible for continuing service status.

**Teacher Performance on Standards**



**Teacher Retesting and Professional Development**

Each year, beginning with the 2015-2016 school year, each classroom teacher who is currently teaching in a core subject area and has received a rating of ineffective on the evaluations for two of the three most recent school years is required to register for and take all written examinations of content knowledge selected by the department of education as appropriate to determine expertise to teach that core subject area and the grade level to which the teacher is assigned.

If a teacher takes an examination and passes that examination and provides proof of that passage to the teacher's employer, the employer shall require the teacher, at the teacher's expense, to complete professional development that is targeted to the deficiencies identified in the teacher's evaluations.

- If the teacher receives a teacher of a rating of ineffective on the teacher's next evaluation after completion of the professional development, or the teacher fails to complete the professional development, it shall be grounds for termination of the teacher under section 3319.16 of the Revised Code.
- If a teacher who takes an examination and passes that examination and provides proof of that passage to the teacher's employer, the teacher shall not be required to take the examination again for three years, regardless of the teacher's evaluation ratings or the performance index score ranking of the building in which the teacher teaches.
- No teacher shall be responsible for the cost of taking an examination under this section.

Each district board of education may use the results of a teacher's examinations in developing and revising professional development plans and in deciding whether or not to continue employing the teacher. However, no decision to terminate or not to renew a teacher's employment contract shall be made solely on the basis of the results of a teacher's examination under this section until and unless the teacher has not attained a passing score on the same required examination for at least three consecutive administrations of that examination.

### **Teacher Retesting in Low-Performing Community School and STEM Buildings**

Each year, beginning with the 2015-2016 school year, the governing authority of each community school and governing body of each STEM school with a building ranked in the lowest ten per cent of all public school buildings according to performance index score , shall require each classroom teacher currently teaching in a core subject area in such a building to register for and take all written examinations of content knowledge selected by the department as appropriate to determine expertise to teach that core subject area and the grade level to which the teacher is assigned.

**Note: this retesting requirement is NOT link to the teacher evaluation, but is linked to the ranking of the building based on performance index score even for community schools that use the new evaluation system.**

Each community school governing authority and each STEM school governing body may use the results of a teacher's examinations in developing and revising professional development plans and in deciding whether or not to continue employing the teacher. However, no decision to terminate or not to renew a teacher's employment contract shall be made solely on the basis of the results of a teacher's examination under this section until and unless the teacher has not attained a passing score on the same required examination for at least three consecutive administrations of that examination.

## Evaluators

Each evaluation shall be conducted by one or more of the following persons who hold a credential\*\*\* established by the department of education for being an evaluator:

- (1) A person who is under contract with the board and holds a license designated for being a superintendent, assistant superintendent, or principal
- (2) A person who is under contract with the board pursuant and holds a licensed designated for being a vocational director, administrative specialist, or supervisor in any educational area
- (3) A person designated to conduct evaluations under an agreement entered into by the board, including an agreement providing for peer review entered into by the board and representatives of teachers employed by the board;
- (4) A person who is employed by an entity contracted by the board to conduct evaluations and who holds a license designated for being a superintendent, principal, vocational director, administrative specialist, or supervisor in any educational area issued under section 3319.22 of the Revised Code or is qualified to conduct evaluations.

\*\*\*In order to be credentialed, the person must meet one of the criteria above and have completed the state-sponsored OTES training and pass an online assessment.

## Student Absences- Student Growth Measures

In calculating student academic growth for an evaluation, a student shall not be included if the student has sixty or more unexcused absences for the school year.