

## OTES COMMITTEE

*Purpose: Article X Evaluation 10.01 B: The parties acknowledge that a standards-based teacher evaluation policy must be adopted by the Board by July 1, 2013. In order to facilitate the adoption of the Board policy as required by law, the Board agrees to consult with teachers by forming and Evaluation Committee composed of no more than three (3) Association representatives (selected by the Association) and three (3) administrators to develop evaluation-related policy and procedures as required by Ohio Revised Code, including but not limited to Ohio Revised Code 3319.111, and House Bill 153.*

Association members: Kristin Havaich, Dorothy Reppy , Kristine Mazzella, Allison Jones  
Administrative members: Ben Baldner, Tim Kelty, Jeff Swavel, Mariel Sallee

### Group Norms:

Use of electronic devices for emergency only  
Allow members of the committee to report/speak without interruption  
Confidentially share the experiences on behalf of all Association members  
Stay on task with the agenda

Date: 09/18/2017 and 10/4/2017

Time: 8:45 am and 9:30 am

### Agenda:

#### 1) LEA Setup

- Counselors included in the evaluation intervals
  - Check board policy for every 2 years evaluation
    - This is no longer an option and we've never used this option. As a result board policy will be changed to reflect what we are currently doing for our evaluations.
    - Review new board policy that will be updated to reflect our current practices.
    - A request for information was made to ODE about the every other year option and if we had uploaded that and initially executed our evaluations that way, it would have expired at the end of the collective bargaining agreement.
  - Check on RESA teachers not being evaluated
    - *Year 3 RESA Plan after meeting with Kim Friesen, Jerry Bruff, and Jeremy Batchelor (Senate Bill 3)* [S.B.3 FAQs](#)
      - *Cycle I*
      - *RESA required Task (mid year)*
      - *Cycle 3*
      - *Total of 3 to meet O.R.C for possible non-renewal if necessary*

## 2) Teacher Evaluation Cycle

- Reminder that skipping evaluation years only applies to continuing contract teachers
- Continuing Contract:
  - 14-15 - Accomplished
  - 15-16 - Accomplished by default due to carryover year 1
  - 16-17 - Accomplished by default due to carryover year 2
  - 17-18 - Needs full evaluation which is 2 observations
- Continuing Contract:
  - 14-15 - Skilled
  - 15-16 - Skilled by default due to carryover year 1
  - 16-17 - Full evaluation (Skilled or Accomplished would carry over)
  - 17-18 - Skilled or Accomplished by default, Developing or Ineffective would require another full evaluation.

## 3) Evaluation Schedule

- a) [Copy](#) of the 17-18 Evaluation Schedule

## 4) OTES Training

- a) We want all members of this committee to receive OTES training
- b) Keep this on the agenda until Spring, trainings are 3 days and now are in Independence and Columbus right now. We don't want our classroom teachers missing for this right now.

## 5) Teachers SGM must remain Average (3) or higher to maintain the evaluation as being carried over from the prior year.

- a) Student Growth Measures must be calculated in eTPES and remain average or higher. Cannot exempt SGM. If no SGM available, teacher must be fully evaluated.
- b) a) is the language that is in eTPES for the carry over

## 6) Discussion

- a) Request to discuss how to handle Pre-Observation Questions with Continuing Contract Teachers that are in a year where they only receive one observation
  - i) Any teacher that is in an off year and only receiving 1 observation will have the option to either fill out the Pre-Conference questions or bypass the questions and have a face-to-face pre-conference with their evaluator.
  - ii) Teachers must let their evaluator know which option they wish to choose.
- b) [Clarifications on the procedures](#)
  - i) Please click on the link above for clarification on OTES procedures

7) Future Meetings

a) Friday February 23, 2018

b) Agenda items will include a discussion about feedback from the evaluation process