

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: Allison Jones

Administrative members: Robin Vickers, Jim Penk, Dave Purins, 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: 8/19/16

Time: 12:30 pm

Agenda:

1) [2016-2017 Evaluation Schedule](#)

- Skilled and Accomplished exemptions are based on 2014-2015 ratings.
- Reminder that all limited contract teachers receive a full evaluation cycle each year regardless of their previous rating. Please schedule an observation in each of the 3 designated windows.
- If you are a continuing contract teacher and received a “Skilled” rating in 2014-2015 your rating of “Skilled” was applied to your evaluation automatically for 2015-2016, regardless of how your evaluator rated your performance on the 1 evaluation they conducted. You will be scheduled to complete a full evaluation in 2016-2017 which consists of 2 observation cycles. Be sure to schedule an observation in both windows this year.
- If you are a continuing contract teacher and received an “Accomplished” rating in 2014-2015 your rating of “Accomplished” was applied to your evaluation automatically for 2015-2016, regardless of how your evaluator rated

your performance on the 1 evaluation they conducted. You will be scheduled to complete 1 evaluation again in 2016-2017 which consists of 1 observation cycle and your “Accomplished” rating will automatically apply to your evaluation again. Be sure to schedule an observation in one of the 2 windows this year.

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2) eTPES Setup

- LEAs with Collective Bargaining Agreements entered into prior to 9/29/15 and still remain in effect may elect to Pilot the School Counselor evaluations.
 - We will be in an implementation year with counselors due to the negotiated agreement not stating that we pilot the evaluation program initially.

3) Discussion of possible AF evaluation procedure manual

- Allison will modify the manual that she created and email it to members of the OTES committee for approval.
- Recommendation of the committee is to have AEA provide teachers with this manual as a resource to understand evaluations.

4) Feedback from teachers

- Biggest question: Why do teachers rated “Accomplished” have to be evaluated at all?
 - There are two options in eTPES according to state law
 - In order to not be evaluated at all, it is on a 2 year cycle and the board must have had an approved policy and collective bargaining agreement before 5/10/2014. Also, a growth or improvement plan would be required annually. (This means that the teacher will have 1 year where they are not evaluated at all, then return to a full evaluation the next year).
 - The other option is every 3 years and the requirements include a growth or improvement plan, one observation and at least once conference with the teacher, student growth measures must be calculated in eTPES and must remain average or higher. (This means that the teacher will have 2 years of only 1 evaluation cycle and will go back to a full evaluation in the 3rd year).

- We chose the second option as we did not have a board policy and negotiated agreement that allowed for the first option. As a committee we agreed that the second option is a better option for best practice. Our teachers receive an observation and feedback from their principal on an annual basis.