

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 an 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: Joy Noble, Stacie Cepin, Allison Jones
Administrative members: Kate Gavalier, 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: 5/22/15 and 6/1/2015

Time: 12:30 pm

Agenda:

1) Teacher Evaluation Interval

→ **Accomplished Teacher (Continuing Contract)**

◆ Evaluated every 3 years, with one observation cycle.

→ **Skilled Teacher (Continuing Contract)**

◆ Evaluated every 2 years, with one observation cycle.

→ **All teachers on a Limited Contract will have a full evaluation (3 observation cycles)**

◆ Evaluation feedback is necessary for all teachers on limited contracts.

◆ In the event of a considerable decline in teacher performance and non-renewal is a consideration, it is mandatory to have 3 observations.

◆ We believe this to be good practice to provide ongoing feedback for all limited contract teachers.

Observation Cycle

- All Pre-Conference Questions to be completed by the teacher (A face-to-face pre-conference is optional at the request of the administrator or the teacher)
 - At least a 30-minute observation
 - OTES rubric filled out in eTPES
 - Uploaded Evidence
 - Walkthrough
 - Post Conference
- 2) OTES Feedback for 2014-2015
- Do I have to have the same evaluator for more than 2 years in a row?
 - Time between observations and post conference.
 - Time spent on post conferences.
 - Do we have a choice in observation time?
 - Discussion of other employees evaluations during post conferences.
 - Subjectivity of evaluations.

*All feedback provided will be reviewed by the Austintown Local School District Administrators.

3) Evaluation Cycle Schedule

- We will implement a basic timeline for every building.
- Time is chosen by the teacher, but has to be mutually agreed upon by the administrator.

Additional Information:

An SLO committee will be formed and led by Bethany Carlson

This committee will work to establish a guideline book for evaluations.

****Any changes that occur due to law will be communicated in the beginning of the school year and throughout.***