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, Kristin Havaich, Joy Noble
Administrative members: Robin Vickers, 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: 2/2/17
Time: 1:45 pm

Agenda:
1) Consistency of evaluation processes and procedures
   a) Multiple evaluators are looking at a holistic view, but the focus of the evaluation may be different between evaluators.
      i) The focus of the evaluation has to fit within the framework of the goals of the district and buildings.
      ii) It is important that if a teacher is being asked to focus on something where support or PD is needed that we provide those opportunities.

   b) Pre-conference form must be filled out in its entirety, this is a place where a teacher can thoroughly explain what is going on in a lesson.

2) Discussion regarding artifacts and evidence; what does it "look" like, when and how is it used, artifacts as evidence and support of rubric measured areas.
   a) Is the evidence that is loaded have to apply to the evaluation?
      i) Evidence can be uploaded at any point in the evaluation process.
      ii) All evidence is to be considered in the final summative evaluation.

3) Improvement Plans; development, features, deciding factors
   a) OTES MODEL (pg. 14)
   b) The improvement plan is meant to be a collaboration with the administrator, it is the responsibility of the administrator to start the plan and provide areas of deficiencies.

4) Process of picking a new evaluator for "Accomplished" rated teachers.
   a) ODE Website Reference
   b) OTES Committee discussion of a selection procedure. The procedure below will start with the 2017-2018 school year.
   c) Teachers that are rated "Accomplished" do have an opportunity to choose their evaluator for the following school year. We do have some parameters that may affect the outcome of your choices. This process will begin each year after the final summative ratings are submitted in eTPES. Please note that you are only able to choose from the administrators in your building. We will limit the number of requests that an administrator may have to no more than 50% of their roster, with teacher seniority as the deciding factor in determining the final rosters.
      i) A google form will be provided and all teachers rated "Accomplished" (both Limited and Continuing Contract) will choose to stay with their evaluator or choose a new evaluator.
      ii) Teachers must complete the form by the end of the work day on the last teacher report day. Once rosters are finalized they will not change for the remainder of the year.
      iii) In the event that an evaluator leaves the building, the roster will be inherited by the person that replaces that evaluator.
      iv) Teachers will be notified of their evaluator by the first day of school with students.