

Talking to Teachers about the New Ohio Teacher Evaluation Systems (OTES)

A Tip Sheet for Principals- Fall 2012

The OTES model is designed to improve instruction and learning.

The premise of the Ohio Teacher Evaluation System model is to help teachers improve instruction so all students may succeed. Using the teacher evaluation system fashioned by each district according to the OTES model, teachers will be evaluated in two areas:

- Teacher performance - An evaluator (usually the school principal) determines a teacher's performance score by using measures such as professional growth, classroom observation and walk-throughs, and conferences with the teacher.
- Student growth measures - The student growth measure is the change in achievement for a teacher's students between two points in time.

Scores from teacher performance standards and student growth measures are combined equally to get the teacher's final rating of Accomplished, Proficient, Developing or Ineffective. The tools and resources used in the evaluation help reinforce the things a teacher does well and provide guidance to achieve needed improvement. Teachers with students not showing expected growth will design an improvement plan with their principal.

The new evaluation system does NOT punish teachers who are given students performing below grade level.

Teachers can't control what their students know when they show up on the first day of school, but effective educators can demonstrate their ability to improve student learning. The new system measures progress once the student enters the classroom. It does not punish teachers whose students enter the year behind grade level.

Teachers will be evaluated by personnel who are specifically trained for the task.

Principals and other evaluators must complete rigorous, state-sponsored training and pass an online assessment to become credentialed teacher evaluators in Ohio. There will be random audits of teacher and principal evaluations by the Ohio Department of Education as well as analysis by a research organization to determine how the teacher performance ratings match with student growth measures. Part of the principal evaluation is based on how accurately the principal evaluates teachers.

The Ohio Teacher Evaluation System model is well-tested.

The Ohio Department of Education worked with pedagogy researchers and the Ohio Educator Standards Board to design the evaluation systems model. It field-tested the system at more than 250 Ohio schools. During the pilot, ODE gathered feedback from the participants and again made revisions to the system. The new evaluation system already is in use in some Ohio schools.

Where Do We Stand Today?

ODE is offering training and certification for up to 15,000 evaluators in the coming year. In the fall, an online training module for teachers will be available that will help educators learn about OTES in detail. All school boards must adopt a new evaluation system by July 1, 2013, for use starting in 2013-14.