# Ohio TEACHER EVALUATION SYSTEM (OTES)

**Original Framework**

## Teacher Performance on Standards

**Above Expected or Expected Growth =**
**Professional Growth Plan**

**Below Expected Growth =**
**Improvement Plan**

Formal observation and classroom walkthroughs/informal observations

Pre-conference

Observation

Post-conference

Complete performance rubric

**Mid-Year Review and Conference**

Formal observation and classroom walkthroughs/informal observations

Pre-conference

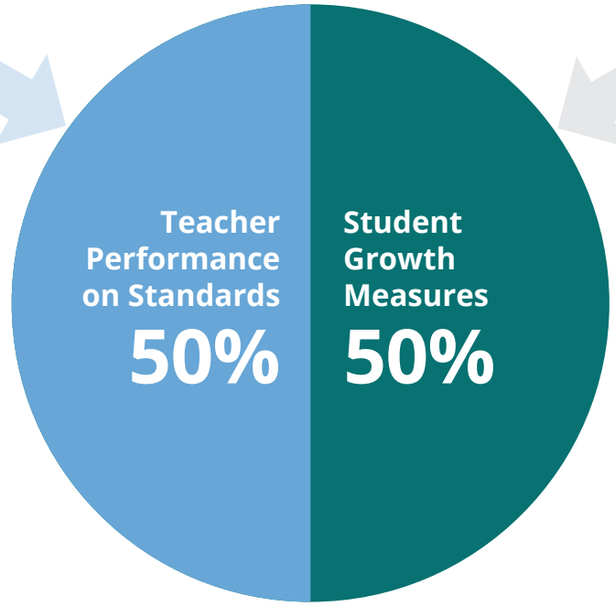
Observation *(both completed by May 1)*

Post-conference

Complete performance rubric

Written report *(by May 10)*

**Final Review and Conference**




## Final Summative Rating

- ACCOMPLISHED
- SKILLED
- DEVELOPING
- INEFFECTIVE

## Student Growth Measures

**A1 – Teacher instructs Value-Added subjects exclusively**

- Teacher level Value-Added: **50%**

50%

**A2 – Teacher instructs Value-Added courses, but not exclusively**

- Teacher level Value-Added proportionate to teacher's schedule: **10 – 50%**
- District measures proportionate: **0 – 40%**

10 – 50% | 0 - 40%

(or) **B – Approved vendor assessment teacher-level data available**

- Approved vendor assessment: **10 – 50%**
- District measures: **0 – 40%**

10 – 50% | 0 - 40%

(or) **C – No teacher-level Value-Added or approved vendor assessment data available**

- District measures: **50%**

50%