

EDUCATOR QUALITY PROGRAMMING COMPARISON CROSSWALK

	OTES	OPES	OSCES
<b>FRAMEWORK</b>	<p><b>Option 1:</b> 50% Performance Rating; 50% Student Growth Measures</p> <p><b>Option 2:</b> 50% Performance Rating; 35% Student Growth; 15% Other</p> <p><b>Option 3:</b> 50% Performance 0-50% Shared Attribution (see below)</p>	<p>50% Performance Rating Rubric</p> <p>50% Student Academic Growth</p>	<p>100% Performance Rating Rubric (Includes Growth Metric)</p>
<b>SGM</b>	<p><b>OPTION 1</b> Effective for 2017-2018 (end of Safe Harbor) <b>Type 1:</b> A1 Teachers – Exclusive Value Added – 50% of evaluation <b>Type 2:</b> A2 Teachers – Nonexclusive value added; 10-50% proportionate to FTE ; District Measures proportionate 0-40% <b>Type 3:</b> B Teachers – approved vendor assessments 10-50%; district measures 0-40% <b>Type 4:</b> C Teachers – No value added or vendor approved = District measures = 50%</p> <p><b>OPTION 2</b></p>	<p><b>Option 1:</b> Value-Added: Principals may include Value-Added in the SGM; if allowed by law, may use local student growth measures: see <a href="#">here</a> for rules (10-50% Value Added; 0-40% district)</p> <p><b>Option 2:</b> Approved Vendor Assessments: if value added is not available, districts or schools can use an average of relevant ODE approved vendor assessment teacher-level ratings (10-50% average vendor; district 0-40%)</p> <p><b>Option 3:</b></p>	<p><b>Included in the Performance Rating Rubric – No separate measure</b></p>

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<b>Performance Indicators That Must Be Reported</b>	ALL	At least 1	ALL
<b>Number of Indicators/Components</b>	3 Domains, 10 Indicators (Standards cross indicators)	6 Indicators/Components (Standards)	6 Indicators (Standards) + 1 Student Metrics

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<b>Professional Growth Plan</b>	<b>Goal 1:</b> based on refinement/reinforcement on TPS <b>Goal 2:</b> based on student performance	<b>Goal 1:</b> Student achievement <b>Goal 2:</b> Principal Growth on the Rating Rubric Should be based on reinforcement/refinement areas	<b>Goal 1:</b> Aligned to standards <b>Goal 2:</b> Metric of Student Outcomes Should be based on reinforcement/refinement areas
<b>Improvement Plan</b>	Goal based on overall rating of ineffective or a component rating of ineffective	Goal based on overall rating of ineffective or a component rating of ineffective	Goal based on overall rating of ineffective or a component rating of ineffective
<b>Self-Assessment</b>	Recommended	Recommended	Highly Recommended
<b>Pre Conference</b>	Based on collective bargaining agreement	At least one	Based on CBA
<b>Post Conference</b>	Based on collective bargaining agreement	At least one	Based on CBA
<b>Cyclical Options</b>	3 or 2 (check your CBA) 1 (informal years; check your CBA)	Yearly	3 or 2 (Check your CBA for formal years) 1 (informal years; check your CBA)
<b>WALKTHROUGHS</b>	At least one per cycle	Ongoing	At least one per cycle

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### TIME LINE

	<b>OTES AND OSCES</b>	<b>OPES</b>
<b>August/September</b>	<p><b>Principals:</b></p> <ul style="list-style-type: none"> <li>- Verify Teacher Roster</li> <li>- Growth Plan or Improvement Plan for all Teachers</li> <li>- Observation Cycle 1</li> <li>- Training on SLO Process for Staff where appropriate</li> </ul> <p><b>Teachers:</b></p> <ul style="list-style-type: none"> <li>- Complete self-assessment (optional if not an RE)</li> <li>- Select evaluator if above SGM</li> <li>- Complete growth/improvement plan</li> <li>- Observation Cycle 1 Begins</li> <li>- Develop and submit SLOs where appropriate</li> </ul> <p><b>Principals and Counselors:</b></p> <ul style="list-style-type: none"> <li>- Meet to collaboratively plan Growth Metric</li> <li>- Complete growth/improvement plan</li> </ul> <p><b>Counselors</b></p> <ul style="list-style-type: none"> <li>- Complete self-assessment (optional)</li> </ul>	<p><b>Evaluators:</b></p> <ul style="list-style-type: none"> <li>- Growth or improvement plan for all principals</li> <li>- Formative assessment begins</li> </ul> <p><b>Principals:</b></p> <ul style="list-style-type: none"> <li>- Complete optional self-assessment</li> <li>- Formative assessment begins</li> <li>- Plan SLOs where appropriate</li> </ul>
<b>October</b>	<p><b>Principals:</b></p> <ul style="list-style-type: none"> <li>- Observation Cycle 1</li> <li>- Approve SLOs or Committee Approval of SLOs where appropriate</li> </ul>	<p><b>Evaluators:</b></p> <ul style="list-style-type: none"> <li>- Formative assessment</li> <li>- Approve SLOs where appropriate</li> </ul> <p><b>Principals:</b></p>

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	<p><b>Teachers:</b></p> <ul style="list-style-type: none"> <li>- Observation Cycle I</li> </ul> <p><b>Principals and Counselors:</b></p> <ul style="list-style-type: none"> <li>- Determine appropriate (non-confidential) meetings for observation</li> </ul>	<ul style="list-style-type: none"> <li>- Continue formative assessments</li> <li>- Submit SLOs where appropriate</li> </ul>
<b>November – April</b>	<p><b>Principals:</b></p> <ul style="list-style-type: none"> <li>- Observation Cycle 1</li> <li>- Completion of Performance Rubric for Cycle I</li> <li>- Observation Cycles 2 – 3</li> <li>- Completion of Performance Rubrics for Cycles 2-3</li> </ul> <p><b>Teachers:</b></p> <ul style="list-style-type: none"> <li>- Observation Cycles 2-3</li> </ul> <p><b>Principals and Counselors:</b></p> <ul style="list-style-type: none"> <li>- Determine appropriate (non-confidential) meetings for observation</li> </ul>	<p><b>Evaluators and Principals</b></p> <ul style="list-style-type: none"> <li>- Continue formative assessments</li> </ul>
<b>April</b>	<p><b>Principals:</b></p> <ul style="list-style-type: none"> <li>- Enter and Verify each teacher’s SGM</li> <li>- Finish Observation Cycles 2-3</li> </ul> <p><b>Teachers:</b></p> <ul style="list-style-type: none"> <li>- Complete and score SLOs where appropriate</li> <li>- Observation Cycles 2-3</li> </ul> <p><b>Principals and Counselors</b></p>	<p><b>Evaluators and Principals</b></p> <ul style="list-style-type: none"> <li>- Continue formative assessments</li> </ul>

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	<ul style="list-style-type: none"> <li>- Review Student Metrics</li> </ul>	
<b>May</b>	<p><b>Principals:</b></p> <ul style="list-style-type: none"> <li>- Completion of Observation Rubrics by May 1</li> <li>- Optional Alternative Component – Reviewer submits rating to principal</li> <li>- Determine holistic rating for each teacher’s performance and enter into eTPES</li> <li>- Complete Final Summative Rating and distribute written report to teacher by May 10</li> <li>- Complete Counselor Rubrics by May 1; Complete Final Written Summative Rating by May 10</li> </ul> <p><b>Teachers &amp; Counselors:</b></p> <ul style="list-style-type: none"> <li>- PIN final evaluation</li> </ul>	<p><b>Principals</b></p> <ul style="list-style-type: none"> <li>- Complete SGM scoring and submit to evaluator</li> <li>- Complete teacher’s SGM so averages will be available to evaluator</li> </ul> <p><b>Evaluators:</b></p> <ul style="list-style-type: none"> <li>- Enter holistic rating for each principal’s performance</li> <li>- Verify SGM</li> <li>- Complete final summative rating</li> <li>- Conduct final review and conference</li> <li>- Contract Renewal deadline is June 1</li> </ul>

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