

EDUCATOR QUALITY PROGRAMMING COMPARISON CROSSWALK

	OTES	OPES	OSCES
FRAMEWORK	<p>Option 1: 50% Performance Rating; 50% Student Growth Measures</p> <p>Option 2: 50% Performance Rating; 35% Student Growth; 15% Other</p> <p>Option 3: 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>
SGM	<p align="center">OPTION 1</p> <p>Effective for 2017-2018 (end of Safe Harbor)</p> <p>Type 1: A1 Teachers – Exclusive Value Added – 50% of evaluation</p> <p>Type 2: A2 Teachers – Nonexclusive value added; 10-50% proportionate to FTE ; District Measures proportionate 0-40%</p> <p>Type 3: B Teachers – approved vendor assessments 10-50%; district measures 0-40%</p> <p>Type 4: C Teachers – No value added or vendor approved = District measures = 50%</p> <p align="center">OPTION 2</p>	<p align="center">Option 1:</p> <p>Value-Added: Principals may include Value-Added in the SGM; if allowed by law, may use local student growth measures: see here for rules (10-50% Value Added; 0-40% district)</p> <p align="center">Option 2:</p> <p>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 align="center">Option 3:</p>	<p align="center">Included in the Performance Rating Rubric – No separate measure</p>

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

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Professional Growth Plan	Goal 1: based on refinement/reinforcement on TPS Goal 2: based on student performance	Goal 1: Student achievement Goal 2: Principal Growth on the Rating Rubric Should be based on reinforcement/refinement areas	Goal 1: Aligned to standards Goal 2: Metric of Student Outcomes Should be based on reinforcement/refinement areas
Improvement Plan	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
Self-Assessment	Recommended	Recommended	Highly Recommended
Pre Conference	Based on collective bargaining agreement	At least one	Based on CBA
Post Conference	Based on collective bargaining agreement	At least one	Based on CBA
Cyclical Options	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)
WALKTHROUGHS	At least one per cycle	Ongoing	At least one per cycle

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TIME LINE

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

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

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

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