



# ADA EXEMPTED VILLAGE SCHOOL

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Dear Ada Schools Community Member:

This school year the teachers and administrators at Ada School District have been adjusting to new expectations from the Ohio Department of Education. One of the major changes that occurred is the way teacher performance is evaluated. The Ohio Department of Education launched the implementation of **Ohio's Teacher Evaluation System (OTES)**. The intent was to provide a richer, more detailed view of teacher performance, with a focus on specific strengths and opportunities for improvement. While OTES presents big changes for teachers, students, and administrators, our support for our teachers and commitment to our students remain the same.

## What is OTES?

Ohio Teacher Evaluation System (OTES) is designed to create a standards-based definition of teacher effectiveness. It was developed collaboratively by a group of teachers, administrators, higher education faculty, and representatives from Ohio's professional associations. The group also worked with national experts in the area of teacher evaluations and studied other evaluation systems across the country to craft a standards-based definition of teacher effectiveness. Using the Ohio Standards for the Teaching Profession as their foundation, the writing team developed the rubric, or written criteria, for the OTES.

## How has OTES changed teacher evaluations in our community?

Until this year, teacher evaluations have mostly been based on a local principal or another administrator observing a teacher. Under OTES, teacher evaluations have two components, each weighted at 50 percent:

- Teacher performance ratings, determined from a written professional growth plan, two 30 minute observations, and walkthroughs; and
- A variety of student academic growth ratings designed to measure how much students have learned over the course of the year.

Based on the evaluation, teachers will receive one of four ratings: accomplished, skilled, developing, or ineffective. The state created system proposes that a very minimal number of teachers will be able to achieve a rating of accomplished. For the first time in Ohio history, teacher evaluation ratings will be reported to the Ohio Department of Education.

## What does this mean for our school community?

The OTES brings change for teachers, students, and administrators in Ohio.

Teachers will complete either a professional growth plan or an improvement plan at the beginning of the school year. All teachers will be evaluated in the classroom through two formal observations and a series of short, informal observations called walkthroughs. Mid-year progress checks and end-of-year evaluations will round out the process for teachers.

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