

Warren Local Schools

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Date September 4, 2015
To Teachers
From Kyle Newton and Angela Dunn
Regarding 2015-2016 Teacher Evaluation

The WLSD Evaluation Committee met this afternoon. The meeting was laborious, intense, and extremely productive. Due to the ramifications of HB64, there were some decisions that were determined by this committee regarding OTES.

- There are no changes to the 50% of the evaluation that addresses Teacher Performance.

Student Growth Measures:

- **A1 Teachers** will not utilize a growth measure for the 2015-2016 SY. Their evaluations will be 100% Teacher Performance. These teachers are those who ONLY taught the following subjects in the 2014-2015 SY: Math and ELA teachers in grades 4 – 8, Science grades 5 and 8, Social Studies grades 6, English I for high school credit, Algebra I for high school credit, and Physical Science for high school credit. This category also includes new teachers who taught ONLY these classes in a previous district.
- **A2 Teachers** will use vendor assessments as their growth measure for the 2015-2016 SY. Their evaluations will be 50% Teacher Performance and 50% Student Growth Measure. These teachers are those who taught a class listed in A1 AND a class which was assessed during the 2014-2015 SY using ACT End of Course Exams or Terra Nova.
- **B Teachers** will use vendor assessments as their growth measure for the 2015- 2016 SY. Their evaluations will be 50% Teacher Performance and 50% Student Growth Measures. These teachers are those who taught classes which were assessed during the 2014-2015 SY using ACT End of Course Exams, Terra Nova, or STAR. This category also includes teachers new to the district who teach grades K-2 and will use STAR Renaissance for student growth.
- **C Teachers** will use SLOs as their growth measure for the 2015-2016 SY. Their evaluations will be 50% Teacher Performance and 50% Student Growth Measures. This category also includes teachers new to the district who will not receive Value-Added.

Evaluation Cycles:

- Teachers are required to be fully evaluated if they are new to the district (first year or transfers), are at the end of a “Skilled” or “Accomplished” exemption cycle, have an Ineffective or Developing Final Summative Rating, or did not have a growth measure during the 14-15 SY.
- Teachers who are not required to be fully evaluated may choose to be fully evaluated if they earned a Skilled Final Summative Rating for the 2014-2015 SY and had student growth from SLOs or earned an Accomplished Final Summative Rating during the 13-14 or 14-15 SY.

Policy, Procedures, and Process

- All teachers must complete and submit a Professional Growth Plan prior to October 1, 2015. This form is located on the district’s Intranet.
- All teachers must meet with their building principal prior to September 15, 2015. Each teacher and the building administrator will complete a Teacher Check Sheet for OTES. This form is located on the district’s Intranet.
- The 2015 WLSD Evaluation Policy, Procedures, and Process document is located on the district’s Intranet.

Questions can be directed to Evaluation Committee Members, as well as to building and/or district administrators.