

OTES 2.0 Information and requirements:

For teachers rated accomplished or teacher at the end of teaching contract

Teachers rated accomplished will be evaluated every three years. Please note in the table below that certain requirements apply if the district is not conducting formal annual evaluations of these teachers. The evaluation schedule must be noted in OES in the fall of the school year.

District-selected evaluation schedule	Requirements
1) Every three years (less-frequent cycle)	<ul style="list-style-type: none">• Self-directed Professional Growth Plan;• One observation (Walkthrough)• One conference with discussion of progress on Professional Growth Plan;• Evaluator determines the teacher is making progress on the Professional Growth Plan to continue the less-frequent evaluation cycle.
2) Annual evaluation (evaluation year)	<ul style="list-style-type: none">• Professional Growth or Improvement Plan;• One Formal Holistic Observation of at least 30 minutes followed by a conference;• Classroom Walkthroughs (at least two);• Formal Focused Observation of at least 30 minutes- Emphasis on Focus Area(s);• Final Summative Conference.

For teacher rated skilled

Teachers rated skilled for last year may be evaluated annually or districts may choose to evaluate them every two years. Please note in the table below that certain requirements apply if the district is not conducting formal annual evaluations of these teachers. The evaluation schedule must be noted in OES in the fall of the school year.

District-selected evaluation schedule	Requirements
3) Every two years (less-frequent cycle)	<ul style="list-style-type: none">• Jointly developed Professional Growth Plan;• One observation (Walkthrough)• One conference with discussion of progress on Professional Growth Plan;• Evaluator determines the teacher is making progress on the Professional Growth Plan to continue the less-frequent evaluation cycle.
4) Annual evaluation	<ul style="list-style-type: none">• Professional Growth or Improvement Plan;• One Formal Holistic Observation of at least 30 minutes followed by a conference;• Classroom Walkthroughs (at least two);• Formal Focused Observation of at least 30 minutes- Emphasis on Focus Area(s);• Final Summative Conference.