

Principal and Administrator Professional Development with OTES Two-Year Renewal

This three-day professional development (one day each month) is an opportunity for participants to examine changes to OTES brought about as an outcome of Senate Bill 216. Practicing OTES evaluators will be able to examine the OTES Draft Rubric, how evidence is collected and reported, changes to the structural design of OTES evaluation system, and understand the use of quality assessment.

Participants must attend all three training sessions (one per month) and complete a job-embedded Capstone project. Participants will receive 28 contact hours that can be used for licensure renewal and qualify for a two-year renewal of their OTES credential. Participants must register for all three days (Session 1, Session 2, and Session 3) in STARS.

OVERVIEW OF SESSIONS

Session 1:

- Examining research focused on the role of school leaders in the 21st century
- Dissecting the critical knowledge and skills represented in Ohio's Standards for Principals
- Examining key shifts in Ohio's Draft Teacher Evaluation System, including changes to the OTES Rubric
- Honing evaluation skills – growing practice beyond collecting, sorting and rating teacher effectiveness
- Developing practices that support a view that teacher evaluation is a collaborative process between evaluators and teachers

Session 2:

- Sharing outcomes from Session 1 assignment to identify and engage a teacher in discussions focused on shifts in the Ohio Teacher Evaluation System and the role of teachers as collaborative partners
- Dissecting the importance of professional conversations as a key strategy to growing teacher practice
- Deconstructing Ohio's Draft OTES Rubric and identifying key fundamental shifts in structure and processes
- Applying Ohio's Draft OTES Rubric to assess a teacher's performance: artifact of planning for instruction, observation of teaching, professional growth goals (school and individual)

Session 3:

- Examining effective practices that emerged from Capstone projects that support the elements of effective professional conversations
- Considering factors that influence evaluator ratings
- Identifying inputs of teaching and learning that impact student achievement and analyzing school and teacher effectiveness data to identify areas of strategic focus
- Developing high quality professional growth plans for teachers that delineate specific goals as well as measures that will be used to judge progress and specific targets of growth