

Dear Faculty,

Ohio's new system for evaluating teachers (OTES) is designed to provide educators with a more detailed view of their performance. The new system relies on two key evaluation components, each weighted at 50 percent: one is a rating of teacher performance (based on classroom observations and other criteria), and the second is a rating based on student academic growth. Cleveland Heights-University Heights has been using a standards based system for some time, based on the framework of Charlotte Danielson.

Our district's Appraisal Review Committee (ARC) first went through a gap analysis comparing our present standards-based evaluation tool with the OTES model. We then set out to develop our evaluation system mirroring the OTES system's components with the intention of being ready to launch our pilot in the 2012-2013 school year. Lessons learned from the pilot will allow us to fully implement our program in the 2013-2014 school year.

For this school year, we are recruiting teacher teams, with continuing contracts, as volunteers for the pilot. There is a maximum of 40 participants. Elementary and middle school teachers will be on grade level teams while high school teachers will be paired within departments or small school teams. The teacher teams must agree to conduct peer observations. Participating teachers, who complete all of the requirements of the pilot, will be awarded a stipend of \$2,000.00.

Interested teachers will be expected to attend an overview meeting which will cover the expectations of the programs. This meeting is scheduled for September 5, 2012, from 4:00-5:00 p.m. in the Board of Education Conference Room. After attending this meeting, interested teacher teams must submit the Letter of Intent to Human Resources by September 14. This form must be signed by teacher team members and their administrator(s).

For your convenience, the required forms and a timeline of dates will be available on the district website by September 5, 2012.

We hope you will consider participating in this pilot. Your feedback will be crucial in refining our evaluation process.

Sincerely,

The ARC Committee  
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Laurel Chapman  
Donna Feldman, Ph.D.  
Ari Klein

Nylajeon McDaniel, Ph.D.  
Joseph Micheller, Ed.D.  
Joseph Nicklos  
Jeff Talbert