



## **TDES Terms 2017-18**

### **TDES**

Teacher Development and Evaluation System

Cleveland's evaluation system for teachers, related service providers (RSPs, including nurses, counselors, psychologists, and therapists) and paraprofessionals.

### **OTES**

Ohio Teacher Evaluation System

The State of Ohio's evaluation system. TDES is aligned to OTES, but they are not identical.

### **OPES**

Ohio Principal Evaluation System

The State of Ohio's evaluation system for administrators. CMSD uses OPES.

### **eTPES**

The State's evaluation portal. CMSD reports final ratings for observations and student growth measures in eTPES to generate one summative rating for teachers.

### **SGM**

Student Growth Measures

Sources of student data used to determine 50% of a teacher's final rating. Usually Value Add, Vendor Data, and SLOs.

### **SLO**

Student Learning Objective

One form of SGM. The data generated from the pre and post test scores from District-wide assessments will be used to determine part of the teacher's final evaluation rating.

### **The Portal**

Used loosely to describe the web site where teacher evaluations are managed. CMSD's portal is called Great Teachers & Great Leaders.

### **The Rubric**

The document that describes various levels of teacher performance and their associated ratings. Teachers have one rubric. Other disciplines have a discipline-specific rubric.

### **GP**

Growth Plan

Teachers who performed successfully in 16-17 will be on a Growth Plan for 17-18. All new teachers will be on a growth plan.

### **IP**

Improvement Plan

Teachers who did not perform successfully in 16-17 will be on an Improvement Plan for 17-18.

### **Teacher Process**

There are five events in a teacher's evaluation (not counting the Composite, which is not an observation). These events are: 1. Walkthrough 1; 2. Formal Announced Observation; 3. Walkthrough 2; 4. Unannounced Observation; 5. Walkthrough 3. An optional Walkthrough 4 is also possible.



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### **WT**

#### Walkthrough

5 – 15 minute classroom visit by the evaluator. Evaluator records evidence in the portal and teacher can add additional evidence if desired. Evidence ideally should be available to the teacher within 24 hours of the observation. Not rated.

### **FAO**

#### Formal Announced Observation

Teacher submits lesson plan in advance and teacher and evaluator meet to review the plans. 30 minutes minimum classroom observation – full period preferred. Evaluator records evidence in the portal and teacher can add additional evidence if desired. Teacher rates self on rubric and evaluator marks areas of agreement. At the post conference they finish the rubric rating activity.

### **UO**

#### Unannounced Observation

No notice to teacher of 30 minutes minimum classroom observation – full period preferred. Evaluator records evidence in the portal and teacher can add additional evidence if desired. Teacher rates self on rubric and evaluator marks areas of agreement. At the post conference they finish the rubric rating activity.

### **Composite**

Final rating assessment for all CMSD employees evaluated in TDES. Teacher rates self on the rubric, considering attainment and sustainment of the year. Evaluator marks areas of agreement. At the post conference they finish the rubric rating activity and evaluator determines final overall performance rating.

### **Power Components**

Power Components are the components on the TDES Rubric most crucial to improving teaching and learning. They are used to assist in determining a final observation rating on the Composite between Skilled and Accomplished. The Power Components are: 1c: Setting instructional outcomes; 1e: Designing coherent instruction; 2b: Establishing a culture for learning that is challenging and rigorous; 2c: Managing classroom procedures; 2d: Managing student behavior; 3c: Engaging students in learning; 3d: Using Assessment in instruction; 4b: Maintaining accurate records; 4f: Showing professionalism.

### **RSP Process**

There are 3 events for RSP Providers (not including the Composite, which is not an observation). These events are: 1. Formal Announced Observation, 2. Document Submission for domains 1, 2, 3, and 4 (DS1), and 3. Document Submission 2 for domains 2 and 3 (DS2).

### **Paraprofessional Process**

Paraprofessionals have a different version of TDES that is two evaluation events (plus a Composite). These evidence collection events are: Domain 1 and Domain 4 evidence collection; and Domain 2 and Domain 3 evidence collection. A Walkthrough is optional to supplement Domain 2 and 3 evidence collection.