



TDES Terms

TDES

Teacher Development and Evaluation System

Cleveland's evaluation system for teachers 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.

SLO

Student Learning Objective

The data generated from the assessment of this objective will be used to determine part of the teacher's final evaluation rating.

SGM

Student Growth Measures

Sources of student data used to determine 50% of a teacher's final 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 received Skilled or Accomplished for 13-14 will complete a Growth Plan in the Great Teachers & Great Leaders portal for 14-15.

IP

Improvement Plan

Teachers who received Ineffective or Developing for 13-14, or were Ineffective in a Power Component, will complete an Improvement Plan in the Great Teachers & Great Leaders portal for 14-15.



TDES Terms

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. 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.

5 Event Process

The five steps in a teacher's evaluation (not counting the final 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.

WT

Walkthrough

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

FAO

Formal Announced Observation

Teacher submit 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

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.

2 Event Process

Paraprofessionals have a different version of TDES that is two evaluation events (plus a final 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.