

Defiance College Initial Licensure Ohio Teacher Evaluation System Data 2023-2025

Ohio Teacher Evaluation System (OTES) 2.0 Framework

OTES 2.0 is a professional growth model designed to enhance teacher performance through collaborative, ongoing support. Teachers are evaluated using the Ohio Teacher Evaluation Framework, aligned with the Ohio Standards for the Teaching Profession, resulting in one of four Final Holistic Ratings: Ineffective, Developing, Skilled, or Accomplished.

Full Evaluation Cycle Components:

- Professional Growth Plan or Improvement Plan (annual, aligned to evaluation results and district improvement plans)
- One Formal Holistic Observation (30+ minutes) with post-conference
- At least two classroom walkthroughs (emphasizing focus areas when applicable)
- One Formal Focused Observation (30+ minutes, emphasizing focus areas)
- One Final Summative Conference

Optional Less Frequent Evaluation Cycles:

- **Accomplished:** Every 3 years with self-directed Professional Growth Plan; teachers select evaluator; requires one observation and conference
- **Skilled:** Every 2 years with jointly developed Professional Growth Plan; teachers provide evaluator input; requires one observation and conference
- **Developing:** Annual evaluation with evaluator-guided Professional Growth Plan
- **Ineffective:** Annual evaluation with evaluator-developed Improvement Plan

High-Quality Student Data (HQSD): Evaluations use at least two measures of district-determined HQSD (including value-added when applicable) to demonstrate student learning. Data must align to learning standards, measure intended outcomes, be teacher-attributable, and provide trustworthy results. Teachers must use data to inform instruction, analyze student needs, and measure learning progress.

Additional Requirements: Teachers receive written evaluation reports. Districts establish policies for using evaluations in retention/promotion decisions, with seniority considered only when teachers have comparable evaluations. Districts provide professional development resources for all teachers, with accelerated support for poorly performing teachers.

Data in *OTES Charts 1-3* each compare four different cohorts of Defiance College completers with the statewide cohort for each year of initial licensure. This chart does not represent a chronological view of evaluations; rather, it is a view of the evaluations from each year for four different cohorts. The most recently licensed cohort will eventually have more evaluation results in its second year as more educators find employment as teachers.

| Ohio Teacher Evaluation System - Report Year 2025 | | | | | |
|---|------------------|---|------------|------------|-------------|
| | | Associated Teacher Evaluation Classifications | | | |
| Initial Licensure Effective Year | | Accomplished | Proficient | Developing | Ineffective |
| 2024 | Defiance College | n<3 | 7 | 3 | n<3 |
| | Statewide | 113 | 1506 | 306 | n<10 |
| 2023 | Defiance College | n<3 | 4 | n<3 | n<3 |
| | Statewide | 219 | 1936 | 179 | 14 |
| 2022 | Defiance College | n<3 | n<3 | n<3 | n<3 |
| | Statewide | 341 | 1246 | 72 | n<10 |
| 2021 | Defiance College | n<3 | 3 | n<3 | n<3 |
| | Statewide | 479 | 1420 | 66 | n<10 |

OTES Chart 1 Sources: Ohio Department of Higher Education (ODHE) Metrics Reporting System Exports; Educator Preparation Provider Performance Reports

| Ohio Teacher Evaluation System - Report Year 2024 | | | | | |
|---|------------------|---|------------|------------|-------------|
| | | Associated Teacher Evaluation Classifications | | | |
| Initial Licensure Effective Year | | Accomplished | Proficient | Developing | Ineffective |
| 2023 | Defiance College | n<3 | 3 | n<3 | n<3 |
| | Statewide | 109 | 1530 | 349 | 10 |
| 2022 | Defiance College | n<3 | n<3 | n<3 | n<3 |
| | Statewide | 153 | 1324 | 126 | n<10 |

| Ohio Teacher Evaluation System - Report Year 2024 | | | | | |
|---|------------------|-----|------|-----|------|
| 2021 | Defiance College | n<3 | 3 | n<3 | n<3 |
| | Statewide | 296 | 1559 | 106 | n<10 |
| 2020 | Defiance College | 3 | 12 | n<3 | n<3 |
| | Statewide | 575 | 1735 | 101 | n<10 |

OTES Chart 2 Sources: Ohio Department of Higher Education (ODHE) Metrics Reporting System Exports; Educator Preparation Provider Performance Reports

| Ohio Teacher Evaluation System - Report Year 2023 | | | | | |
|---|------------------|---|------------|------------|-------------|
| | | Associated Teacher Evaluation Classifications | | | |
| Initial Licensure Effective Year | | Accomplished | Proficient | Developing | Ineffective |
| 2022 | Defiance College | n<3 | n<3 | n<3 | n<3 |
| | Statewide | 59 | 977 | 245 | n<10 |
| 2021 | Defiance College | n<3 | 3 | n<3 | n<3 |
| | Statewide | 169 | 1651 | 189 | n<10 |
| 2020 | Defiance College | n<3 | 11 | n<3 | n<3 |
| | Statewide | 369 | 1883 | 132 | n<10 |
| 2019 | Defiance College | 4 | 11 | n<3 | n<3 |
| | Statewide | 631 | 1720 | 89 | n<10 |

OTES Chart 3 Sources: Ohio Department of Higher Education (ODHE) Metrics Reporting System Exports; Educator Preparation Provider Performance Reports