

Education Issues Committee

2022 Resolution

OTES 2.0: The Use of HQSD and Goal Setting

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3 WHEREAS, the focus of OTES 2.0 is continuous, professional growth for teachers; and

4 WHEREAS, a teacher's final holistic rating is solely determined using the Teacher Performance Evaluation
5 Rubric to gather evidence during informal and formal observations as well other supporting evidence; and

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7 WHEREAS, OTES 2.0 focuses on using High Quality Student Data (HQSD) to inform teachers' practice; and

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9 WHEREAS, local districts may determine what constitutes HQSD in accordance with guidance from the Ohio
10 Department of Education (ODE); and

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12 WHEREAS, this guidance allows for HQSD to include assessments other than standardized tests; including
13 performance assessments and student portfolios which may be utilized to provide evidence of student learning;
14 and

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16 WHEREAS, the OTES 2.0 Rubric indicators speak to the process of using assessments and assessment data to
17 inform teaching practices to identify student strengths and weaknesses and determine student performance in
18 relation to Ohio's Learning Standards; and

19 WHEREAS, a teacher's Professional Growth Plan (PGP) is used to reflect and improve on their teaching; and

20 WHEREAS, the PGP goal statement should be based on the Ohio Standards for the Teaching Profession; and

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22 WHEREAS, the PGP focuses on identified areas for professional growth that are individualized to the needs of
23 the teacher; and

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25 WHEREAS, the PGP is based on results of previous evaluations when the information is available, and one
26 goal is aligned to building or district improvement plans; therefore

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28 BE IT RESOLVED, the Ohio Federation of Teachers (OFT) supports its members with resources and
29 professional development that assists them in developing instruments that can provide HQSD and assessment
30 literacy that assures their ability to be reflective practitioners; and

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32 BE IT FURTHER RESOLVED, the OFT affirms that HQSD results do not use formulas for student growth or
33 achievement to determine levels of expected growth or achievement; and

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35 BE IT FURTHER RESOLVED that the OFT affirm PGP goal statements, are not SMART goals, and do not
36 include numerical ratings of student performance; and

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38 BE IT FINALLY RESOLVED, the OFT supports using the components of OTES 2.0 to support an educator's
39 professional growth through evidence-based reflection and feedback as the models intend.