CINCINNATI FEDERATION OF TEACHERS RESOLUTION:
OHIO TEACHER EVALUATION SYSTEM

WHEREAS the Every Student Succeeds Act (ESSA**),** formerly known as the Elementary Secondary Education Act (ESSA)/No Child Left Behind, was signed into law on December 10, 2015 giving states and educators more latitude while maintaining federal funds for the students who need it most, and

WHEREAS this law prohibits the federal government from mandating or prescribing the terms of teacher evaluation; and

WHEREAS the receipt of federal funds can no longer be conditioned on using test scores in teacher evaluation; and

WHEREAS the State of Ohio will now be in control of its teacher evaluation system; and

WHEREAS Ohio's Teacher Evaluation System (OTES) should be transparent, fair and credible with an emphasis on providing quality feedback that identifies professional strengths and supports improved knowledge, skills and/or performance; and

WHEREAS the OTES Framework includes multiple factors; Teacher Performance, Student Growth Measures, and Optional Alternate Components to rate teacher effectiveness and each factor consists of several components which impact the summative rating and given that accuracy of each factor is dependent on the proficiency of the evaluator along with the reliability and validity of the measurement instrument; and

WHEREAS calculations for determining a teacher's summative rating are based on a complicated point scale heavily impacted by student growth measures; and

WHEREAS student growth measures do not account for all of the outside influences that directly impact student learning and therefore are not a sound measure of teacher quality or effectiveness; therefore

BE IT RESOLVED that the Cincinnati Federation of Teachers advocate for a streamlined evaluation process that highlights competence and advances professional growth through quality feedback provided by expert evaluators; and,

BE IT FURTHER RESOVED that Cincinnati Federation of Teachers advocates for the removal of growth measures from the evaluation system; therefore,

BE IT FINALLY RESOLVED that the Cincinnati Federation of Teachers advocates for a common sense, less punitive and more supportive evaluation system that promotes professional proficiency, increasing the probability for highly effective teachers in every Cincinnati Public Schools classroom.

Voted and approved by EC 2/2/17