



Essential Policies for 2016

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Agenda

- **Staff/Administration**
 - School counselor evaluation system
 - Ohio teacher evaluation system
 - Ohio principal evaluation system
 - Teacher licensure
 - Administrator licensure
 - Teacher of the Year program
 - FMLA
 - Exchange student graduation
 - Graduation requirements
 - Assessment opt out
 - Preschool open enrollment
 - Diabetes resources
 - Opioid abuse prevention
 - Admission of foster students
 - Operating standards for students with disabilities
- **Students**
 - Career advising
 - Career-Technical education Waiver
 - Third grade reading guarantee
 - College Credit Plus
- **School Property**
 - School properties disposal
 - School safety
 - Community use of school premises



Staff/Administration



School Counselor Evaluation

- RC 3319.113
- ODE framework by May 31, 2016
- Board policy by September 30, 2016
 - Implement beginning 2016-17 school year.
 - Use evaluation results beginning 2017-18 school year.



School Counselor Evaluation

- The ODE framework must:
 - require counselors to demonstrate ability to produce positive student outcomes;
 - be aligned with the standards for school counselors adopted under RC 3319.61;
 - 3319.61(A)(7): The standards must:
 - reflect what school counselors are expected to know and be able to do at all stages of their careers;
 - reflect Ohio-specific knowledge of career counseling and
 - be aligned with the American School Counselor Association's professional standards.



School Counselor Evaluation

- The ODE framework must (cont.):
 - require annual evaluation for all school counselors;
 - assign ratings of accomplished, skilled, developing or ineffective for each evaluation;
 - designate which personnel may conduct evaluations, and require each school counselor receive a written report of evaluation results and
 - provide professional development to accelerate and continue counselor growth and provide support for poorly performing counselors.



School Counselor Evaluation

- The Board policy must:
 - conform with the framework;
 - become operative at expiration of any CBA covering school counselors employed by the Board in effect 9/29/15, and be included in any renewal or extension of such an agreement;
 - include implementation of the framework beginning 2016/17 school year and
 - include procedures for using evaluation results, beginning 2017/18 school year for both:
 - school counselor retention and promotion decisions and
 - removal of poorly performing school counselors.



School Counselor Evaluation

- Annual ODE reporting requirement
 - Board submit report regarding implementation of the required Board policy.
 - ODE prohibited from permitting or requiring the name or personally identifiable information of any school counselor to be reported under the statute.
- Policy implication
 - School Counselor Evaluation System (NEW)



Ohio Teacher Evaluation System

- HB 153 (11) and SB 316 (12)
 - Board policy must comply with state law and conform with ODE framework
 - State law
 - RC 3319.111
 - General requirements for OTES
 - RC 3319.112
 - Requirements for ODE framework
 - RC 3319.58
 - Ineffective teachers in core subjects



Ohio Teacher Evaluation System

- Evaluation rating based on 50% teacher performance and 50% student growth OR the alternative OTES framework
 - Percentages combined to reach rating of:
 - Accomplished;
 - Skilled;
 - Developing or
 - Ineffective.
- Board must provide for allocation of financial resources to support professional development



Ohio Teacher Evaluation System

- Teacher Performance
 - Annual evaluation
 - Except Accomplished and/or Skilled teachers where board acts
 - Minimum two 30 minute formal observations
 - Final observation by May 1, written report to teacher by May 10
 - Periodic classroom walkthroughs
 - Professional growth and improvement plans (Framework ONLY)
 - Evaluators must be ODE credentialed
- Student Growth
 - Value-added
 - ODE approved vendors
 - SLOs



Ohio Teacher Evaluation System

- Alternative evaluation framework (OLD)
 - HB 362 (14)
 - 2014/15 school year
 - 42.5% student growth
 - 42.5% teacher performance
 - 15% alternative component
 - 2015/16 school year
 - 42.5%-50% student growth and teacher performance
 - remaining percentage = alternative component



Ohio Teacher Evaluation System

- Alternative evaluation framework (NOW)
 - HB 64 (15)
 - 35% student growth
 - 50% teacher performance
 - 15% alternative component
 - Adds “any other component determined appropriate by the district board or school governing authority”
 - ODE still required to compile list of approved instruments, but now up to district to determine whether to use one of those instruments to evaluate the selected component.



Ohio Teacher Evaluation System

- Student growth ratings
 - Most effective
 - Above average
 - Average
 - Approaching average
 - Least effective



Ohio Teacher Evaluation System

- Removed summative rating grid
 - Instead, teacher's performance rating is combined with results of student growth measures and, if selected, any alternative component(s).
 - Produces a final summative evaluation rating according to ODE requirements



Ohio Teacher Evaluation System

- HB 64 (15)
 - Boards prohibited from using value-added progress dimension rating based on results of state assessments administered in 2014-15 and 2015-16 school years.
 - Teachers, where value-added is applicable and no other measure is available, are evaluated based solely on performance.
 - Exception: may enter into MOU permitting the use of such data.



Ohio Teacher Evaluation System

- Resources
 - <http://education.ohio.gov/Topics/Teaching/Educator-Evaluation-System/Ohio-s-Teacher-Evaluation-System>
- Policy implication
 - Evaluation of Professional Staff



Ohio Principal Evaluation System

- RC 3319.02(D)
 - Board adopted procedures for evaluating principals and assistant principals
 - Must be based on principles comparable to OTES, but tailored to the duties and responsibilities of principals and assistant principals and the environments in which they work
 - Results of these evaluations must be considered in determining whether to renew employment contract
 - Evaluation measures individual's effectiveness in performing duties included in job description



Ohio Principal Evaluation System

- HB 64 (15)
 - Boards prohibited from using value-added progress dimension rating based on results of state assessments administered in 2014-15 and 2015-16 school years.
 - Exception: may enter into “MOU” permitting the use of such data.



Ohio Principal Evaluation System

- January 2015 SBOE framework revisions
 - Removed summative evaluation rating chart
 - Performance rating combined with student growth to produce a summative evaluation rating according to ODE requirements
 - Ratings based on points system through eTPES



Ohio Principal Evaluation System

- Resources
 - <http://education.ohio.gov/Topics/Teaching/Educator-Evaluation-System/Ohio-Principal-Evaluation-System-OPES>
- Policy implication
 - Evaluation of Professional Staff



Resident Educator Licenses

- SBOE to adopt rules no later than July 1, 2016, defining the term “consistently high-performing teacher”
- Rules also must exempt such teachers from requirement to complete additional coursework for renewal of an educator license issued under RC 3319.22 or 3319.26
 - Rules also must specifically exempt from any requirements prescribed by professional development committees established under RC 3319.22(F) and (G)
- Extends RC 3319.303 to require pupil activity permits issued under the provision to be valid for same number of years as the individual’s educator license, certificate or permit issued under the educator, alternative educator or alternative principal licensure provisions



Alternative Administrator Licenses

- Bright New Leaders for Ohio Schools
 - Purpose:
 - provide alternative path for individuals to receive training and development in administration;
 - enable those individuals to earn degrees and obtain licenses in public school administration and
 - promote placement of those individuals in public schools with a poverty percentage greater than 50%
- SBOE required to adopt rules
 - Required to issue alternative principal or administrator licenses, as applicable to individuals who successfully complete the program and who satisfy the rule requirements
- Policy implication
 - Professional Staff Contracts and Compensation Plans



Teacher of the Year

- RC 3319.67
 - Allows SBOE to establish an annual program to recognize outstanding teachers
 - Person/entity can make voluntary contributions to the recognition program and teacher recognized may accept gifts and privileges as part of that recognition
- Policy implication
 - Staff Ethics



FMLA

- DOL final rule February 23, 2015
 - Effective March 27, 2015
 - Impacts entitlement for eligible employees of covered employers to take unpaid, job-protected leave for identified family and medical reasons
 - “State of residence” to “place of celebration” standard
 - Extends FMLA to married, same-sex couples regardless of whether the state in which they reside recognizes same-sex marriage
- Policy implication
 - Family and Medical Leave Act



Students



Career Advising

- Board policy in place for 2015/16 school year
 - ODE resources
 - <http://education.ohio.gov/Topics/Career-Tech/Career-Connections/Career-Advising-Policy-and-Student-Success-Plan>
 - ODE reporting
 - careerconnections@education.ohio.gov
- Policy implication
 - Career Advising



CTE Waiver

- Middle school students
 - Board passes resolution stating intent to not provide CTE to middle grades
 - Submit to ODE by 9/30
- ODE electronic submission method
 - <http://education.ohio.gov/Topics/Career-Tech/News/Career-Technical-Education-Middle-Grades-Waiver>
- Policy implication
 - Career-Technical Education



Third Grade Reading Guarantee

- HB 367 (15)
 - Removed 9/30 deadline from statute
 - Required Ohio Achievement Assessment English/language Arts to be administered to all 3rd graders in the spring (2014-15)
- HB 64 (15)
 - Administered annually
 - Grades 1-3 = 9/30
 - Kindergarten = 11/1
 - Allows for electronic assessment administration



Third Grade Reading Guarantee

- Resources
 - <http://education.ohio.gov/Topics/Early-Learning/Third-Grade-Reading-Guarantee>
- Policy implications
 - Reading Skills Assessments and Interventions (Third Grade Reading Guarantee)
 - Promotion and Retention
 - Remedial Instruction (Intervention Services)



College Credit Plus

- SBOE rules
 - Finalized/effective Feb. 15, 2015
- Provision of notice
 - Annually by March 1
 - Notice must contain specific information and be provided through multiple, easily accessible resources



College Credit Plus

- Notice requirements:
 - Costs;
 - Student participation options;
 - Deadlines pertinent to student's participation;
 - Designated point of contact at district for CCP program questions, and designated liaison to the state to monitor changes to the program;
 - All communications developed by the district to promote CCP must include student's option to participate in CCP at the high school (if applicable), online, or at an institution of higher education



College Credit Plus

- Annual informational session
 - At least one per year with each partnering college located within 30 miles of the school
 - If none within radius, coordinate with closest to offer an informational session
 - Multiple high schools within a district and multiple districts can participate in a combined event



College Credit Plus

- CCP courses taught at high school
 - Instructors
 - Must meet Ohio Board of Regents qualifications and
 - College offering course must provide at least one 3-hour PD session/year to those instructors
 - Classroom observation
 - Partnering college conduct at least one full-period classroom observation of each CCP course taught by a secondary teacher during 2015-16 year or their first year instructing the course
 - Course composition
 - CCP and non-CCP students in same class
 - Must use same materials
 - Must be assessed with same standard of achievement, and held to same grading standard as students on the college campus



College Credit Plus

- Credits earned
 - Rules clarify that students who begin participation in grades 7 or 8 are limited to receiving maximum of the equivalent of 4 years of academic credit through CCP
- Student admission to college
 - Participating colleges must post criteria for admission and timeline for application submission on their websites
 - Partnering colleges must apply established admission criteria, and can't create different standard based on age or secondary grade level.



College Credit Plus

- Funding
 - Rules outline requirements for entering into alternative funding agreements
 - Annual deadline = Feb. 1
 - Term and duration = max 1 academic year
 - If agreement below funding floor, additional Board of Regents form for district to fill out
- Economically disadvantaged students
 - District must develop a process to identify students who are economically disadvantaged
 - Can't...
 - Charge fees for participation at nonpublic participating colleges
 - Seek reimbursement for failed classes, unless expelled



College Credit Plus

- HB 64 (15) additions
 - Summer program participation
 - Allows CCP students to join the summer term of a public or participating private college or eligible out-of-state college participating in CCP
 - Associate degree pathway
 - Colleges must offer an associate degree pathway
 - 60-72 credit hours
- Policy implication
 - College Credit Plus



Exchange Student Graduation

- RC 3313.61(H) exemptions
 - Social studies portion of OGT
 - American history and American government end-of-course exams
- Student exempt if:
 - Not a US citizen;
 - Not a permanent US resident and
 - Indicates no intent to reside in US after completion of high school.
- Policy implication
 - Admission of Exchange Students



Graduation Requirements

- English Language Arts - 4 units
- History and government – 1 unit
- Social Studies – 2 units
- Science – 3 units
- Math, including one unit of Algebra II or equivalent – 4 units
- Health - $\frac{1}{2}$ unit
- Physical Education - $\frac{1}{2}$ unit
- Electives – 5 units
- **Total** - 20 units



Graduation Requirements

(Opt Out)

- Available to students who enter 9th grade on or after July 1, 2010 and before July 1, 2016
 - Must have attended high school for two years.
 - Student and parent/guardian must sign and file written informed consent
- Student success plan
- Local decision



Graduation Requirements

(Opt Out)

- Participating students who enter ninth grade on or after **July 1, 2010 and before July 1, 2014** must complete at minimum the following:
 - four units of English
 - three units of math
 - three units of science
 - one unit of history and government
 - two units of social studies
 - one half unit of health
 - one half unit of physical education
 - six units of electives



Graduation Requirements

(Opt Out)

- Participating students who enter ninth grade on or after **July 1, 2014 and before July 1, 2016** must complete at minimum the following:
 - four units of English
 - four units of math
 - three units of science
 - one unit of history and government
 - two units of social studies
 - one half unit of health
 - one half unit of physical education
 - five units of electives



Assessment Opt Out

- Parental Opt Out
 - Common core standards included new system of standardized test for English language arts and math that align to the standards.
 - No legal provision at state level that expressly permits parental opt out of statewide testing.
 - OAC requires all students to take all tests appropriate for their grade level.



Assessment Opt Out

- Parental Opt Out
 - HB 487 (14)
 - Provisions reducing risks of permitting opt outs for the 2014-15 school year
 - HB 64 (15)
 - Switch from PARCC to AIR testing for 2015-16 school year.
 - Requires districts report to ODE the number and percentage of students who didn't take a state assessment administered in 2014-15 school year.
 - Student safe harbor



Assessment Opt Out

- Parental Opt Out
 - Determine how to handle attempted opt outs individually
 - ODE recommends communicating with parents/community regarding the consequences to students and the district
 - <http://education.ohio.gov/getattachment/53dc1f3e-11f1-4093-875c-090e160b187f/Guidance-on-Student-Participation-in-State-Tests.pdf.aspx>



Preschool Open Enrollment

- Effort to address funding issues
- Revises RC 3313.981 to include reporting requirements related to open enrolled preschool students with disabilities
 - Report to ODE:
 - Number of adjacent or other district preschool students with disabilities enrolled in the district in accordance with Board policy adopted under RC 3313.98(B), 3313.64 and 3313.65 AND
 - Number of native students enrolled in adjacent or other districts
- ODE guidance states:
 - Preschool students with disabilities are eligible for open enrollment because they are eligible to attend school under RC 3313.64



Preschool Open Enrollment

- Under new language, ODE deducts \$4,000 per preschool student with a disability from state education aid of district of residence, and adds the same amount to district of attendance
- No need for separate board policy on this topic!
 - As always, these students are enrolled under current district open enrollment policies.



Diabetes Resources

- HB 264 (14)
 - Requirements for district management of care for students with diabetes
- HB 367 (15)
 - Allows Board to contract with an ESC for a school nurse, registered nurse or licensed practical nurse employed by the ESC to provide diabetes care to students in the district.



Diabetes Resources

- Requirements
 - Within 14 days of receipt of order signed by diabetic student's treating physician, Board must inform the student's parent/guardian that the child may be entitled to a Federal Section 504 plan.
 - Annual report to ODE
- ODE resources
 - <http://education.ohio.gov/Topics/Other-Resources/Diabetes-Management>
- Policy implication
 - Administering Medicines to Students



Opioid Abuse Prevention

- HB 367 (15)
 - Requires school districts to include instruction on prescription opioid abuse prevention in the district health curriculum
 - Requires Governor's Cabinet Opiate Action Team to develop recommendations for instruction
 - <http://education.ohio.gov/Topics/Ohios-Learning-Standards/Health-Education/Opioid-Abuse-Prevention>
- Policy implication
 - Health Education



Admission of Foster Students

- HB 367 (15)
 - Revised procedures for granting admission to students in foster care
 - “Protected child” **cannot** be denied admission solely for failure to present a birth certificate or comparable document upon registration
 - 90 day grace period
- Policy implications
 - School Admission
 - Student Attendance and Accounting (Missing and Absent Children)



Operating Standards for Students with Disabilities

- SBOE revised OAC rules
 - 3301-51-01 through 3301-51-09
 - 3301-51-11 through 3301-51-21
- ODE summary document
 - <http://education.ohio.gov/Topics/Special-Education/News/2014-Ohio-Operating-Standards-for-the-Education-of>
- Policy implication
 - Programs for Students with Disabilities



School Property



School Properties Disposal

- HB 64 (15)
 - Defines “high performing community school”
 - First offer for sale to high-performing community school and any newly established community schools implementing a community school model that has a track record of high-quality academic performance



School Properties Disposal

- HB 64 (15)
 - Same change for sale of unused school facilities
 - Appraised fair market value
 - Adds to priority requirement for sale or lease of unused school facilities to community schools and college-preparatory boarding schools
 - No resale within 5 years, EXCEPT...
- Policy implication
 - School Properties Disposal



School Safety Updates

- Emergency management plans
 - Final rule = OAC 3301-5-01
 - ODE guidance
 - <https://saferschools.ohio.gov/>
 - Required submissions
 - Emergency contact sheet
 - Site plan
 - If current school safety plan is less than 3 years old, and no changes that would invalidate, can wait to file new plan until current plan expires



School Safety Updates

- Emergency drills
 - Administrator in each building required to conduct at least 6 rapid release drills
 - School safety drills still required
 - BUT...no longer required to conduct at least one annually before Dec. 1
 - At least 1 school safety drill must include scenario where students must be secured in the school building rather than rapidly evacuated



School Safety Updates

- Emergency drills (cont.)
 - All safety drills conducted in accordance with district's emergency management plan and in compliance with RC 3313.536
 - Buildings without smoke detectors or sprinkler systems in all classrooms must annually carry out 9 fire drills and 3 safety drills
 - Tabletop drill
 - Doesn't require student involvement
 - May be conducted at annual training required under RC 3737.73(D)



School Safety Updates

- Emergency drills (cont.)
 - School administrator must conduct at least 1 drill during each month of the school year
 - Principal may determine exact date and time each drill will be conducted
 - May now conduct tornado or rapid dismissal drill in same month as school safety drill
 - Certification to local law enforcement by Dec. 5



School Safety Updates

- Door barricades
 - Allows Board of Building Standards to adopt rules for use of security devices, including devices that prevent ingress and egress, for a finite period of time and in an emergency situation
 - Required to
 - train staff on use of barricade devices,
 - maintain records of such training and
 - notify police and fire chiefs prior to using such devices.
- Policy implications
 - Emergency Management and Safety Plans



Community Use of School Premises

- HB 290 (15)
 - School premises
 - “All indoor and outdoor structures, facilities and land owned, rented or leased by a school or school district.”
 - Recreational uses of school premises
 - “All indoor or outdoor games or physical activities, either organized or unorganized, that are taken for exercise, relaxation, diversion, sport or pleasure.”
 - General public
 - “Members of the community, including both students during non-school hours and employees of a school or school district when not working in their scope of employment.”



Community Use of School Premises

- HB 290 (15)
 - Liability limiting language:
 - No immunity **IF** charge a fee that significantly exceeds costs incurred for operation of school premises.
- Policy implication
 - Community Use of School Premises (Equal Access)



OSBA Policy Codes



OSBA Policies

- School Counselor Evaluation System (**not yet available**)
 - AFCA, (Also GCNA) Evaluation of School Counselors
- Ohio Teacher Evaluation System
 - AFC-1 (Also GCN-1), Evaluation of Professional Staff (Ohio Teacher Evaluation System)
- Ohio Principal Evaluation System
 - AFC-2 (Also GCN-2), Evaluation of Professional Staff (Administrators Both Professional and Support)
- Administrator Licensure
 - GCB-2-R, Professional Staff Contracts and Compensation Plans (Administrators)
- Family and Medical Leave Act
 - GBR-R, Family and Medical Leave



OSBA Policies

- Career Advising
 - IJA, Career Advising
- Career-Technical Education
 - IGAD, Career-Technical Education
- Third Grade Reading Guarantee
 - IGBE, Remedial Instruction (Intervention Services)
 - IGBEA, Reading Skills Assessments and Intervention (Third Grade Reading Guarantee)
 - IGBEA-R, Reading Skills Assessments and Intervention (Third Grade Reading Guarantee)
 - IKE, Promotion and Retention of Students



OSBA Policies

- College Credit Plus
 - IGCH (Also LEC) College Credit Plus
 - IGCH-R (Also LEC-R) College Credit Plus
- Exchange Student Graduation
 - JECBA-R, Admission of Exchange Students
- Graduation Requirements
 - IKF, Graduation Requirements
 - IKF-R, Graduation Requirements (Opt Out)
- Diabetes
 - JHCD, Administering Medicines to Students



OSBA Policies

- Opioid Abuse Prevention
 - IGAE, Health Education
- Admission of Foster Students
 - JEC, School Admission
 - JEE, Student Attendance and Accounting (Missing and Absent Children)
- Operating Standards for Students with Disabilities
 - IGBA, Programs for Students with Disabilities
 - IGBA-R, Programs for Students with Disabilities



OSBA Policies

- School Properties Disposal
 - DN, School Properties Disposal
- School Safety
 - EBC, Emergency Management and Safety Plans
 - EBC-R, Emergency Management and Safety Plans (Administrative Rules/Protocols)
- Community Use of Premises
 - KG, Community Use of School Premises (Equal Access)
 - KG-R, Community Use of School Premises (Equal Access)



Hot Topics



Hot Topics for 2016

- ✧ School counselor evaluation
- ✧ College Credit Plus
- ✧ Door barricades
- ✧ Drones
- ✧ Inhalers
- ✧ Dispute resolution for homeless students
- ✧ Academic prevention and intervention services
- ✧ Credit flexibility and subject area competency



OSBA is Here to Help!

- Premium, Standard and Review policy manual drafting services
- Web hosting service
- Update service
- Policy Development Quarterly (PDQ)
- Bank of sample policies and regulations
- Telephone helpline



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