

Baltimore Teachers Union (BTU)

BTU Evaluations by Job Title

Since the shift to the Teacher Effectiveness Evaluation, the BTU evaluations are based on employee job titles. The following evaluation tasks and forms will automatically populate in OPMS based on the employee job title. Please refer to the chart below to determine which evaluation task the employee will receive. It is important to ensure that the appropriate evaluation forms are used.

Job Category	Job Titles*	Evaluation	Evaluation Tasks
BTU Classroom Teachers	Teacher - Elementary Teacher - ESOL Teacher - Pre-K Teacher - Secondary Teacher - Special Education Teacher - Vocational Department Head I Department Head II	Teacher Effectiveness Evaluation	<p><u>Classroom Teacher 1st Formal Observation</u></p> <ul style="list-style-type: none"> • 1st Pre-observation conference • 1st Formal Observation <p><u>Classroom Teacher 2nd Formal Observation</u></p> <ul style="list-style-type: none"> • 2nd Pre-observation conference • 2nd Formal Observation <p><u>Optional 3rd Observation</u></p> <ul style="list-style-type: none"> • 3rd OPTIONAL Pre-observation conference • 3rd OPTIONAL Formal Observation <p><u>Professional Expectations</u></p> <ul style="list-style-type: none"> • Professional Expectations <p><i>NOTE: Not in an OPMS Plan:</i></p> <ul style="list-style-type: none"> • Midyear Review <ul style="list-style-type: none"> ○ Performance review and conference is offline. • Annual Effectiveness Evaluation Report <ul style="list-style-type: none"> ○ Teachers access annual report in Employee Self Service.

* This list of job titles is for informational purposes and the list should not be considered exhaustive.

** School counselors may have additional forms in SY 2017-18 as part of a pilot. These forms will not count towards evaluations during the pilot year.

*** Principal input forms for clinical service providers are available as hard copies on the employee evaluations [website](#).

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Job Category	Job Titles*	Evaluation	Evaluation Tasks
BTU Other Teacher Level Staff	Educational Associate/10mth Educational Associate/12mth School Counselor** IEP Team Associate Library Media Specialist Teacher - Lead Teacher - Mentor/10 mo Teacher - Mentor/12 mo Teacher - Staff Developer City Schools Associate - Joint Governing Panel Coordinating Teacher - Judy Center	Performance Based Evaluation System (PBES)	<p>Cycle 1:</p> <ul style="list-style-type: none"> • BTU Full Time Mentors Input • BTU Guidance and Counseling Services Input • BTU IEP Instructional Associates Input • PBES Formal Observation Report • PBES Performance Review Report <p>Cycle 2:</p> <ul style="list-style-type: none"> • BTU Full Time Mentors Input • BTU Guidance and Counseling Services Input • BTU IEP Instructional Associates Input • PBES Formal Observation Report • PBES Annual Evaluation Report
BTU Related Service Providers***	Audiologist Occupational Therapist Physical Therapist Psychologist Social Worker Speech Pathologist	Performance Based Evaluation System (PBES)	<p>Cycle 1: Each job title in the Related Service Providers plan receives an input form and a midyear review.</p> <ul style="list-style-type: none"> • PBES Formal Observation Report • PBES Performance Review Report <p>Cycle 2: Each job title in the Related Service Providers plan receives an input form and an annual evaluation.</p> <ul style="list-style-type: none"> • PBES Formal Observation Report • PBES Annual Evaluation Report

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