

**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: **June 26, 2018**

TITLE: **Approval of the Amphitheater Teacher Performance Evaluation System (ATPES) for the 2018-2019 Academic Year**

BACKGROUND:

The Amphitheater Teacher Performance Evaluation System (ATPES) is reviewed annually to ensure alignment with district expectations and compliance with Arizona State Law. The ATPES Committee made up of teachers, administrators, an AmphiEA representative, and a data department representative met regularly throughout the 2017-2018 school year to discuss possible modifications to the system and to review district policy. This year the ATPES Committee has recommended the following changes to the evaluation system.

- Dates were changed to align with the 2018-2019 calendar.
- Definitions were updated to align with District Policy and Regulation GCO and GCO-R.
- Procedures for appeal were clarified and readers were directed to GCO and GCO-R.
- Based on Meet and Confer discussions, a teacher wishing to appeal an evaluation must submit the request to the Superintendent instead of the Director of Human Resources.
- An updated sample lesson plan for elementary mathematics was included in the Appendix.
- Parent surveys were removed from the Overall Weighted Average (OWA) calculation for the required inclusion of student progress data.
- District labels were removed from the OWA calculation as they are no longer in use.
- Career and/or College Readiness Indicators for the high school school-wide OWA were changed to align with the State of Arizona College Ready Indicators and Career Ready Indicators.
- AIMS results older than three years were removed from the OWA calculations.
- AzMERIT Growth was added for grades 4-8.
- Two indicators were modified:
 - 3.7 (From, “Strategies are in place for effective transitions”, to, “Strategies are in place for effective physical and cognitive transitions”.)
 - 4.2 (From “Clearly communicated objectives and state standards to students”, to, Clearly communicates learning targets/objectives or state standards to students.”)

The ATPES Committee further recommends that the district research the process required and costs associated with moving from the current ATPES to the Danielson Model for the 2019-2020 school year. The Danielson Model for teacher evaluation is a well-researched approach to assessing teacher proficiency and includes rubrics for each indicator which assist teachers in improving their practice. The Danielson system is in place in over forty-four (44) states. The State of Arizona utilizes this model in their examples posted by the Arizona Department of Education. Moving to this model will require a training investment and possible purchase of the system all of which will be investigated during the 2018-2019 school year. Teachers and administrators will have the opportunity to provide input prior to any final recommendation.

Alternative Teacher Evaluation System Pilot Program


Finally, the Governor signed a bill late in the session which allows districts to put an alternative evaluation system in place for teachers who have earned a Highly Effective label in our district for three consecutive years. The committee proposes that we “pilot” a system which would encourage Highly Effective teachers to be mentors, conduct professional development, etc. in lieu of the full formal evaluation. The principal would still conduct one informal observation and fill out the ATPES form. The pilot program documents are included in the 2018-2019 manual for review.

The proposed 2018-2019 ATPES manual, in both red-line and black-line versions, are attached for Governing Board’s reference.

RECOMMENDATION:

This item is presented for Governing Board approval.

INITIATED BY:



Roseanne Lopez, Ed.D, Chief Academic Officer Elementary Education K-5

Date: June 19, 2018



Todd Jaeger, Superintendent