



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

DATE OF MEETING: **September 18, 2012**

TITLE: **Approval of Alternative Timeline for Implementation of New Evaluation Systems for Teachers and Principals Pursuant to House Bill 2823**

BACKGROUND: At its June 19, 2012 meeting, the Governing Board was presented with information regarding House Bill 2823 which was passed in the second regular session of the 2012 Arizona Legislature and signed into law by Governor Brewer on April 12, 2012. That presentation described the myriad of provisions found in HB 2823, as well as some of the existing provisions found in A.R.S. 15-203 established by prior legislation (SB 1040, May 2010).

At the Board's September 4 meeting, The Board further studied one key component of HB 2823: approval of Amphitheater's timeline for "full" implementation of the teacher and principal evaluation system.

The timeline under the legislation generally mandates full implementation of new evaluation systems which complies with the stated requirements by the current school year. However, HB 2823 specifically allows districts and charters to delay "full" implementation of the new evaluation system until 2013-2014.

Amphitheater School District has already developed a new evaluation system which does comply with all the essential requirements set forth in the Framework and the relevant legislation. Unfortunately, however, the law does not define what "full" implementation of the evaluation systems required by the framework and the laws would be.

The District's approach establishes 2012-2013 as "Year One Implementation" for the new evaluation systems, contemplating that modifications of the systems might be required for 2013-2014.

One aspect of the ATPES¹ which we already recognize will require modification for 2013-2014 is the definition of observations for teacher evaluations. As discussed in the table above, HB 2823 mandates that evaluation system observations of teachers include at least two complete and uninterrupted lessons – a term that is not included in ATPES for Year One Implementation. Thus, at least in this respect, it is apparent ATPES would not be in "full" compliance with SB 2823 requirements for the current year.

In addition, as the summary above reflects, there are several provisions of the law which have not yet even taken effect and which, consequently, may affect the determination of whether a District has "fully" implemented the evaluation system requirements.

For example, the Arizona Department of Education is allowed until September 15, 2012 to post "best practices" for evaluation systems. These best practices are to be used by districts to aid in the implementation and assessment of a new evaluation system which complies with

¹ Amphitheater Teacher Performance Evaluation System

the law. The limited materials posted by ADE to date include an ADE caveat that they “may or may not cover all the required components,” and that they “also have not yet been thoroughly vetted by the ADE”, offering no sanctuary in relying upon them. Thus, given that ADE still has a few weeks to post the required “best practices”, their implications and relevance for guiding school district implementation for 2012-2013 are completely unknown.²

Obviously, the requirements of HB 2823 that certain teacher and principal evaluation policy terms be adopted by 2013-2014 (as described above) have not yet been met by Amphitheater. Similarly, the requirement that the evaluation system incorporate the four performance classifications specified by the State Board (Highly Effective, etc.) by 2013-2014 is also not yet met by the ATPES and APPEs. The work of addressing these requirements will be substantially addressed through the upcoming Meet and Confer process and thereafter through Board study and approval. If “full” implementation contemplates the adoption of such policies, then this would also be additional rationale for extending the time for complete implementation until the 2013-2014 school year.

For the foregoing reasons, the Administration is recommending that the Governing Board approve formal postponement of the “full” implementation of the mandated evaluation systems until the District’s Year Two Implementation, in 2013-2014, as allowed by HB 2823.

A proposed timeline for “full” implementation is attached.

RECOMMENDATION: This Item is presented to the Board for study and discussion at this time; no action is required or proposed.

INITIATED BY:



Todd A. Jaeger, Associate to the Superintendent

Date: September 17, 2012



Patrick Nelson, Superintendent

² The requirement under HB 2823 that ADE provide best practices by September 15 to aid districts in implementation and assessments of evaluation systems does not coordinate with timing of the separate legal requirement that districts inform and train their teachers about the implementation of their evaluation systems *at the start of the school year*.