



GOVERNING BOARD AGENDA ITEM AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10

DATE OF MEETING: June 11, 2019

TITLE: Approval of the Amphitheater Teacher Performance Evaluation System (ATPES) for the 2019-2020 School 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 Amphi EA representative, and a data department representative met regularly throughout the 2018-2019 school year to discuss possible modifications to the system and to review district policy. Last year, the ATPES Committee recommended that the ATPES domains and indicators be aligned with the Danielson Framework. 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. In February of 2019 the Governing Board gave approval to procure an evaluation system and the necessary training to make this substantive change. A purchase was completed and training of all administrators and Curriculum and Instruction Support Specialists was conducted by a representative of the Danielson Group from June 3-5, 2019 at Wetmore Center. Teachers will be trained on the new instrument at their school sites during early dismissal days during the first quarter of the school year. Principals were trained on how to use modules designed by the Danielson Group. The following changes to the ATPES were recommended by the committee:

- Dates were changed to align with the 2019-2020 academic calendar.
- An updated sample lesson plan on the “5E Model” was included in the Appendix.
- AzMERIT results older than three years were removed from the OWA calculations.
- Student survey data from the AdvancED Survey was added to the calculations for the school level OWA.
- A total revision of the indicators to align with the Danielson Framework.
- A reduction of the weighting of the Student Progress Data component to 20% from 33% to align with SB1070 signed into law by Governor Ducey on May 8, 2019. The student progress data will be entered in the evaluation form under “Domain 5”.
- A revision of the actual evaluation form to align with the new indicators and new weightings.
- Revision of the cut points for the teacher performance classification labels to align with the new indicators and the Danielson Framework standards.

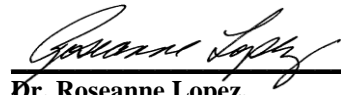
Alternative Teacher Evaluation System Pilot Program

Finally, the Governor signed a bill late in the 2017-2018 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 proposed 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 was put into place during the 2018-2019 school year and was selected as the form of evaluation for many Highly Effective teachers. Their reflections on the process and their work indicate that the pilot should be continued in 2019-2020.

The 2018-2019 ATPES manual and the new 2019-2020 ATPES manual (in red and black line) are included with this Governing Board item for review and comparison.

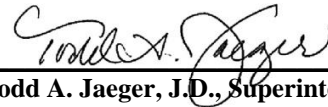
RECOMMENDATION:

It is the recommendation of the administration that the Governing Board approve the revised Amphitheater Teacher Performance Evaluation System (ATPES) for 2019-2020.

INITIATED BY:

Dr. Roseanne Lopez,
Associate Superintendent for Elementary Education

Date: June 4, 2019



Todd A. Jaeger, J.D., Superintendent