



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

DATE OF MEETING: **April 28, 2020**

TITLE: **Temporary Modifications to the Amphitheater Teacher Performance Evaluation System (ATPES) due to the COVID-19 Pandemic School Closures**

BACKGROUND:

Due to the COVID-19 pandemic school closure, it is necessary to request Governing Board approval for modifications to the Amphitheater Teacher Performance Evaluation System (ATPES) for the 2019-2020 academic year. There were hopes that the State of Arizona would provide leeway in this regard, however, only minimal guidance has been provided leaving our district to decide the final course of action.

The ATPES Committee met to examine the issues related to incomplete current year teacher evaluations and to make recommendations to the administration and the Governing Board regarding modifications that could be made in order to complete the evaluation cycles for 2019-2020. Principals reviewed the recommendations presented by the committee and believe that the recommendations presented here will allow them to complete the process with the teaching staff in a fair and consistent manner. The recommendations are as follows:

1. Extend the due date for evaluation completion to May 15, 2020 from the previously approved April 15, 2020 deadline.
2. Modify the requirements for evaluations that were scheduled to be completed during the fourth quarter as listed on the chart below:

Possible Evaluation Situations Due to COVID-19 Closure	
Evaluation Status	Recommendations for Completion
Continuing Status, evaluation complete	No change , submit as normal
Continuing status, informal complete, incomplete formal without observation	Provide choice to teacher of completing a formal based on the informal and data from on-line learning OR completing a formal on this year's evaluation system with guarantee of a label at the same level or higher than last year
Continuing status, informal complete, incomplete formal with observation complete	Conduct a conference with the teacher and provide the form. Obtain email from the teacher as signature.
Continuing status, alternative evaluation system	Complete all that can be completed with statement in the narrative about the COVID-19 pandemic closure as needed. Include the completed evaluation form.



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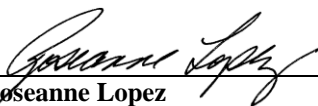
Evaluation Status	Recommendations for Completion
Probationary, one informal and one formal complete	Use the only formal as final. Give a choice of observation of on line learning as second formal.
Probationary, two informals and one formal complete	Use the only formal as final. Give choice of observation of on line learning as second formal.
Probationary, two informals complete, one formal complete, formal observation complete	Conduct the conference with the teacher and provide the form. Obtain email from the teacher as signature.
Either probationary or continuing status and on an improvement plan	Evaluation stands. Improvement plan continues into next school year with date adjustments for check-in and process expectations. (Note: Very few, less than five, teachers are affected by this change.)

It is important to note that the committee also discussed some of the issues related to teacher evaluation for the 2020-2021 academic year in light of the fact that there will be no student achievement data, pre-post, for the 2019-2020 school year. The State of Arizona has cancelled state testing, however, has not set aside the requirement to include student progress data as a component of all teacher and principal evaluation systems for next year. The administration will be making a recommendation regarding this issue when the ATPES for 2020-2021 is submitted for approval in June.

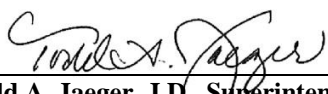
RECOMMENDATION:

This item is presented for Governing Board approval.

INITIATED BY:


 Dr. Roseanne Lopez
 Associate Superintendent Elementary Education

Date: April 22, 2020


 Todd A. Jaeger, J.D., Superintendent