



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

DATE OF MEETING: **September 10, 2013**

TITLE: **Approval of Teacher Evaluation Designations**

BACKGROUND:

The State of Arizona (ARS 15-203) requires that each teacher receive a designation, or label, of Highly Effective, Effective, Developing or Ineffective. During the 2012/2013 school year, aggregated data from the teacher evaluation process were studied and thoughtful conversations were held by the Amphitheater Teacher Performance Evaluation System (ATPES) Design Team regarding how the criteria for each designation should be established. At the Governing Board meeting on August 13, 2013, Dr. Lopez provided the Governing Board an overview and reflection on the criteria that is presented this evening for approval.

The 2013/2014 ATPES has been developed to be in compliance with Arizona State Law on teacher evaluation. Teachers who have three years of valid and reliable student progress data are “Group A” teachers. Teachers who do not have three years of valid and reliable student progress data are considered “Group B”. The teacher evaluation instrument is weighted per state law. Teachers in “Group A” have 33% of their evaluation attributed to student progress data, 17% attributed to school progress data, and 50% on all other indicators of quality teaching. Teachers in “Group B” have 50% of their evaluation attributed to school progress data and 50% on all other indicators of quality teaching. To develop a “weighted” system, each indicator on the ATPES was given a numerical value with extra weight placed on student progress data indicators. The numerical values for each indicator result in a total score for each evaluation. The scores would be used to set teacher labels/designations.

After studying the actual aggregated data from 2012/2013 teacher evaluations, the ATPES committee discussed many aspects of teacher designation and how to approach setting criteria which would determine a label for a teacher. After numerous meetings, the committee recommends the following criteria for teacher designations be established for the 2013/2014 school year as required by Arizona State Law:

Group “A” Teacher Designation Criteria

Highly Effective: Final evaluation score greater than or equal to 119

Effective: Final evaluation score between 113 and 118

Developing: Final evaluation score between 100 and 112

Ineffective: Final evaluation score below 100

Group “B” Teacher Designation Criteria

Highly Effective: Final evaluation score greater than or equal to 106

Effective: Final evaluation score between 94 and 105

Developing: Final evaluation score between 78 and 93

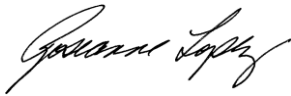
Ineffective: Final evaluation score below 78

The ATPES Manual for 2013/2014 was revised to include State Law requirements of timing of evaluations and inclusion of the criteria for the teacher designation labels. The manual is included with this item for review.

RECOMMENDATION:

It is the recommendation of the administration that the criteria for teacher designations presented be approved.

INITIATED BY:



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

Date: September 3, 2013



Monica Nelson, Associate Superintendent



Patrick Nelson, M.Ed., Superintendent