



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

DATE OF MEETING: June 9, 2020

**TITLE: Approval of the Amphitheater Teacher Performance Evaluation (ATPES) for the
2020-2021 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 during the 2019-2020 school year to discuss possible modifications to the system and to review district policy.

In 2018-2019, 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. All teachers were trained on the new evaluation model at their school sites utilizing eight training modules provided by the Danielson Group during the 2019-2020 school year. Feedback from teachers and principals indicates that the transition to the Danielson model for our evaluation system was a success.

The changes to ATPES for the 2020-2021 school year are as follows:

- Dates were changed to align with the 2020-2021 academic calendar.
- A new narrative format was added to the forms section
- The Student Progress data component was “frozen”. We will use student achievement data from the 2018-2019 school year for the 2020-2021 evaluations. The State of Arizona cancelled all Spring 2020 achievement testing and the district cancelled all assessments scheduled for the 4th Quarter due to the COVID-19 pandemic therefore we do not have complete student progress data for 2019-2020.

Alternative Teacher Evaluation System Pilot Program

Finally, the Governor signed a bill late in the 2017-2018 session which allowed 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

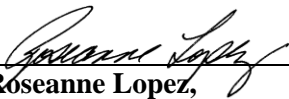
work indicated that the pilot should be continued in 2019-2020. We believe that the two year pilot was successful and recommend that the Alternative Teacher Evaluation System be kept in place as a choice for Highly Effective teachers and the pilot status be removed.

The 2020-2021 ATPES manual (in red and black line) are included with this Governing Board item for review.

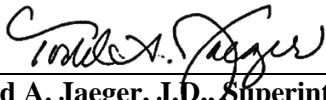
RECOMMENDATION:

It is the recommendation of the administration that the Governing Board approve the revised Amphitheater Teacher Performance Evaluation System (ATPES) for 2020-2021.

INITIATED BY:


Dr. Roseanne Lopez,
Associate Superintendent for Elementary Education

Date: June 1, 2020


Todd A. Jaeger, J.D., Superintendent