



GOVERNING BOARD AGENDA ITEM  
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10

DATE OF MEETING: February 5, 2013

TITLE: EVALUATION PROCESS FOR SPECIAL EDUCATION SUPPORT  
SPECIALISTS

**BACKGROUND:**

The evaluation of all employees against indicators of excellence most suited to their position is best practice. To that end, specific evaluation systems for each employee group will be developed over time. The Amphitheater Teacher Performance Evaluation System (ATPES) has been utilized in years past to comply with evaluation requirements for many different professional groups; however, the ATPES is inadequate to properly evaluate the groups listed below and to provide feedback for improving their practice.

The process of developing the new instruments began in November of 2012. Research was conducted on quality evaluation instruments and indicators of quality performance were identified. The group met once in December and once in January to formulate and align the evaluation system with those performance indicators and with other evaluation systems in our district. The committee members were:

Psychologists	Teachers of the Vision and Hearing Impaired	Audiologist	Occupational and Physical Therapists
Dr. Stephen Duley Kimberly Morris Christina Collins Bernice Maxwell	Venetia Hayden Michelle Ahern Christine Dye	Bernadette Smith Linda Haller	Sue McDonnell Elaine Lamoreaux Melani Byrnes Diane Katz Yvonne Cauzza

From the exemplars, indicators of quality performance and parameters for alignment of the actual evaluation documents were designed. For the purposes of consistency, the rating scale for all four of the evaluation systems presented is the same. This scale is identical to the scale that is used in the Amphitheater Teacher Performance Evaluation System.

**RECOMMENDATION:** It is the recommendation of the administration that the evaluation systems for the four employee groups presented above be approved for use beginning with the 2013/2014 school year.

**INITIATED BY:**

Roseanne Lopez, Ed.D., Executive Director, Elementary Education

  
Todd Jaeger, Associate to the Superintendent

Date: February 5, 2013

  
Patrick Nelson, Superintendent