



GOVERNING BOARD AGENDA ITEM AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10

DATE OF MEETING: September 9, 2014

TITLE: Approval of Amphitheater Teacher Performance Evaluation System (ATPES)
Teacher Labels

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 and the 2013/2014 school years, 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 12, 2014, Dr. Lopez provided the Governing Board an overview and reflection on the criteria that is presented this evening for approval.

The 2014/2015 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. The changes in the weightings were presented to the Governing Board in August. Teachers in “Group A” have 20% of their evaluation attributed to student progress data, 10% attributed to school progress data, 13% attributed to other measures of school effectiveness, and 57% on indicators of quality teaching from administrative observations. Teachers in “Group B” have 20% of their evaluation attributed to school progress data, 13% on other measures of school effectiveness and 67% on 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 are used to set teacher labels/designations. The numerical scores for each designation/label have changed from last year’s scores due to the reweighting of the evaluation instrument.

After studying the actual aggregated data from previous 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 2014/2015 school year:

Group “A” Teacher Designation Criteria

Highly Effective: Final evaluation score greater than or equal to 113

Effective: Final evaluation score between 99 and 112

Developing: Final evaluation score between 80 and 98

Ineffective: Final evaluation score below 80

Group “B” Teacher Designation Criteria

Highly Effective: Final evaluation score greater than or equal to 110

Effective: Final evaluation score between 94 and 109

Developing: Final evaluation score between 76 and 93

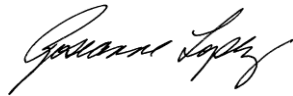
Ineffective: Final evaluation score below 76

The ATPES Manual for 2014/2015 was revised to include State Law requirements of timing of evaluations, the changes in weighting of the instrument and inclusion of the criteria for the teacher designation labels. The manual was included on the August 12, 2014 Governing Board agenda 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 2, 2014



Monica Nelson, Associate Superintendent



Patrick Nelson, Superintendent