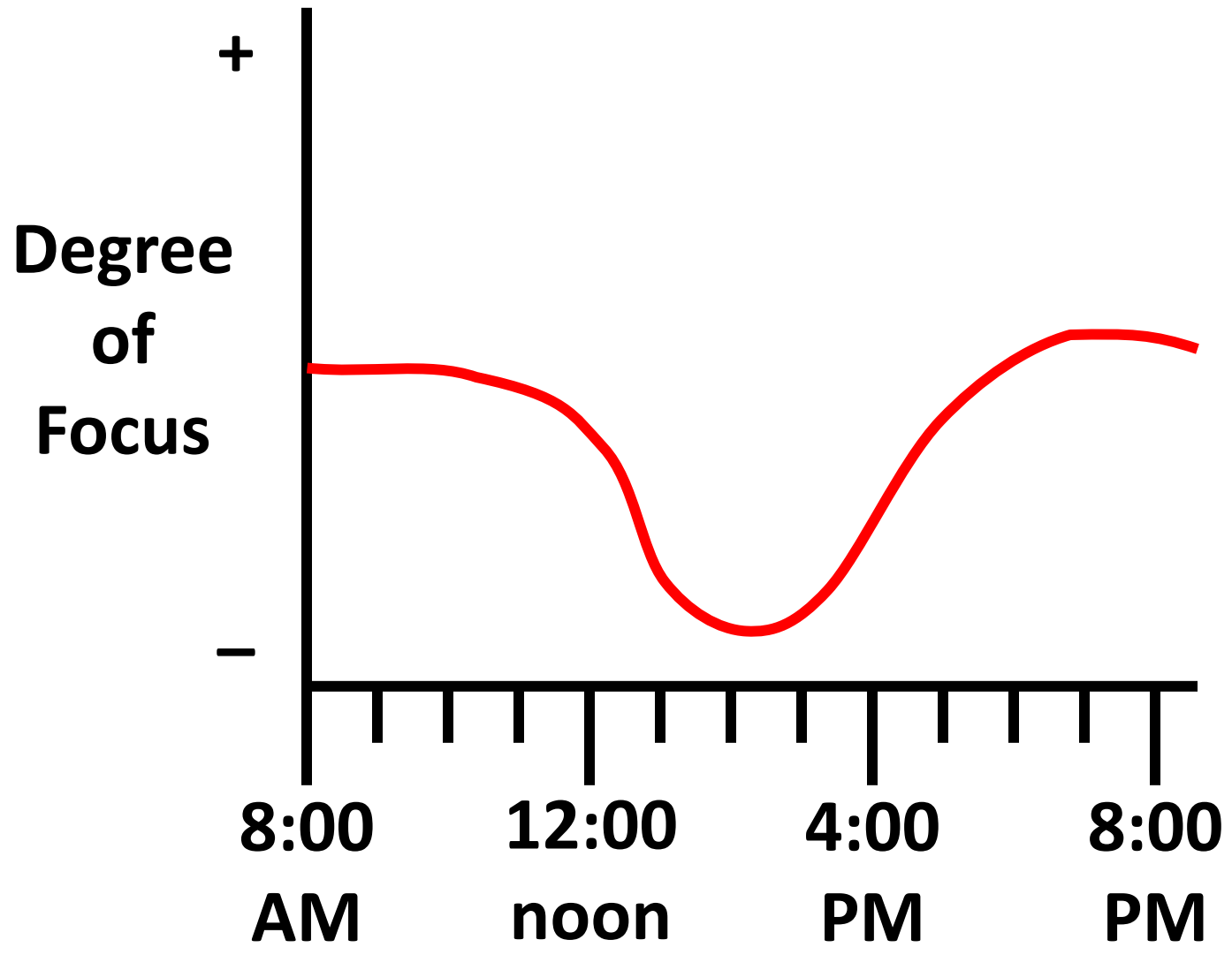


Simplifying the Complex

An Overview of the Teacher Evaluation Process in Flowing Wells

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Adult Circadian Rhythm – Degree of Focus



Overview

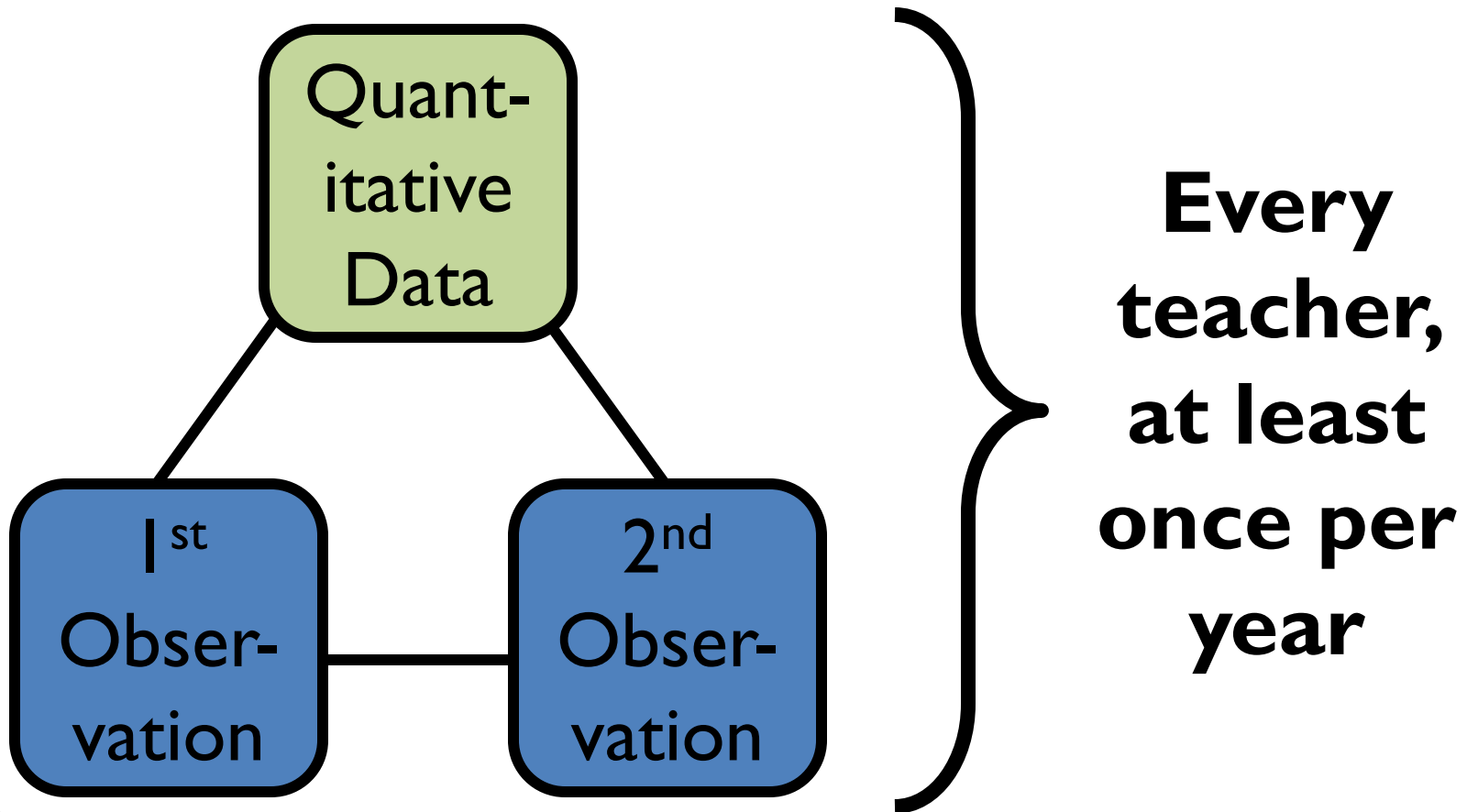
- 1. Philosophy of evaluation**
- 2. Procedural requirements of ARS 15-537**
- 3. Philosophical/procedural incompatibility**
 - a. Firing over data?!**
 - b. Impossible time demands**
- 4. Our solution: simplify!**
- 5. Short-term outcomes: pros and cons**
- 6. Questions**

Philosophically, what is the goal of evaluation?

- 1. Retention / Dismissal**
- 2. Improvement of Instruction**

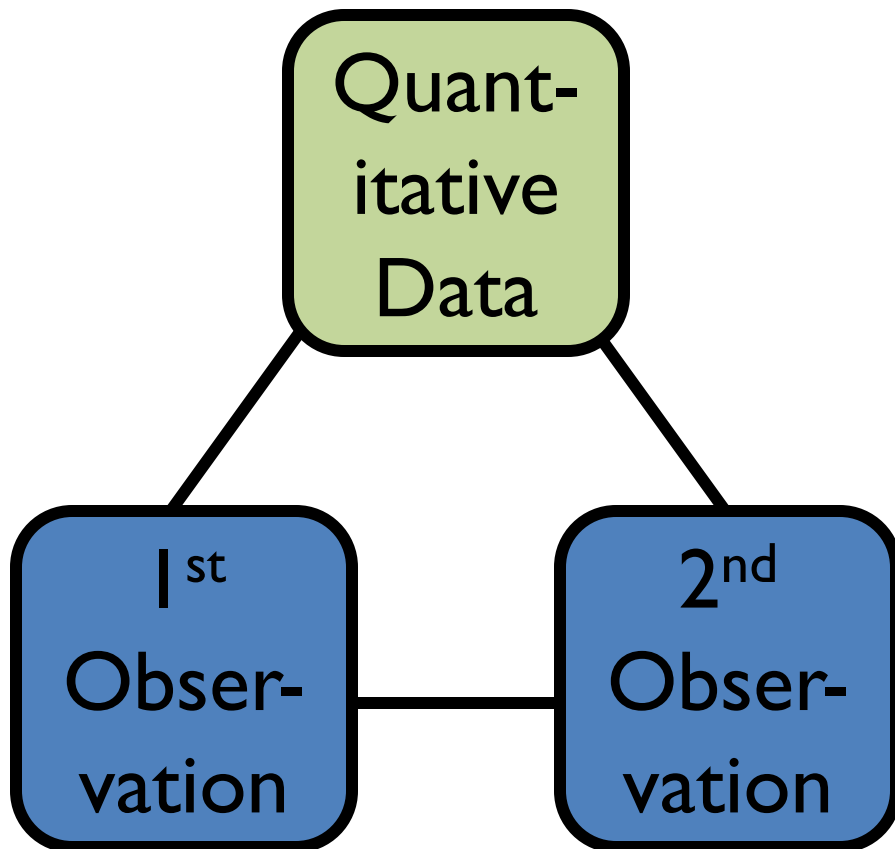
ARS 15-537 redefined the procedural aspects of teacher evaluation

Evaluation:



ARS 15-537 introduced **procedural** conflicts with our **philosophy**...

Procedure

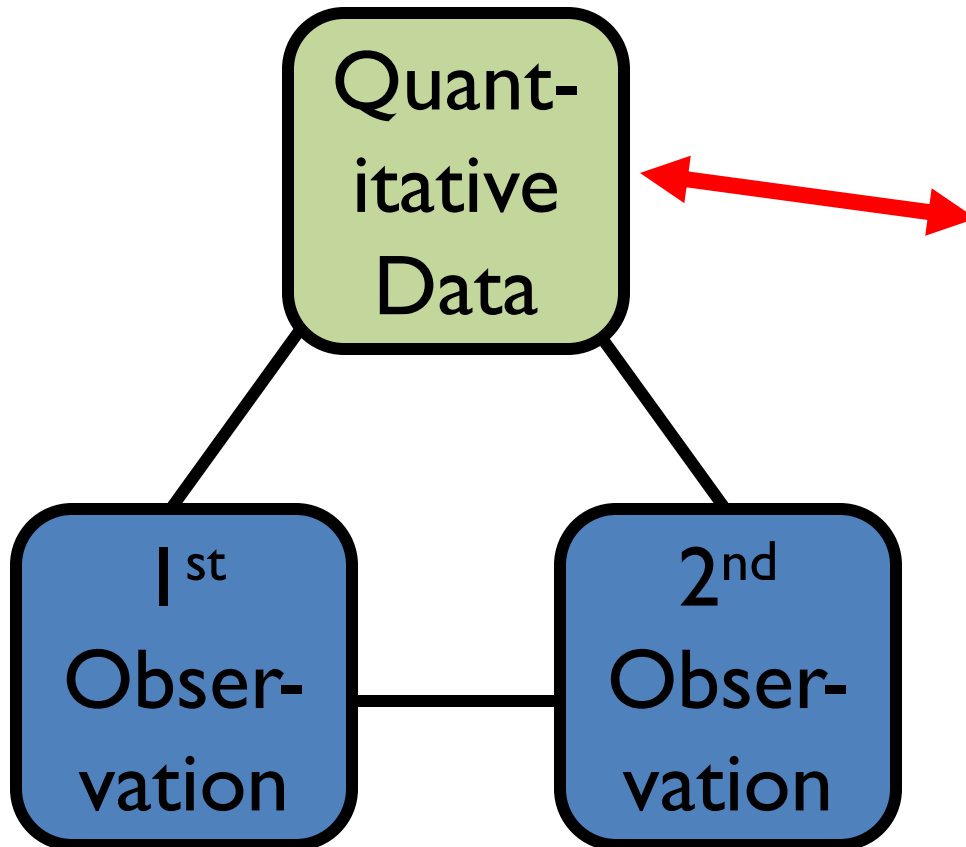


Philosophy

- **Retain/dismiss**
- **Improve instruction**

ARS 15-537 introduced **procedural** conflicts with our **philosophy**...

Evaluation:



Are we really going to dismiss a teacher over test scores?

Let's take a look...

Objective:

Students will be able to compare fractions with unlike denominators by determining the larger fraction and explaining their answer two different ways.

Let's take a look...

ARS 15-537 introduced procedural conflicts with our philosophy...



**Are we
really going
to dismiss a
teacher over
test scores?**

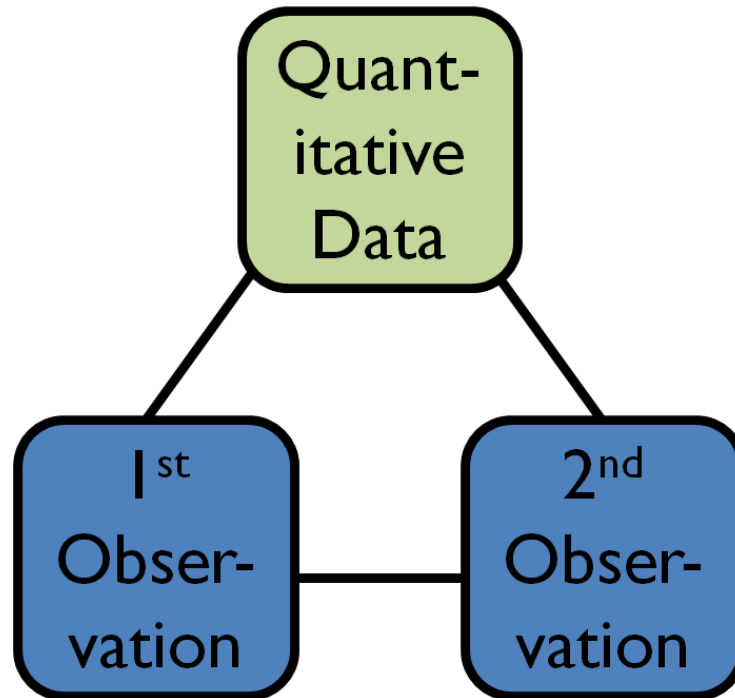
ARS 15-537 introduced **procedural**
conflicts with our **philosophy...**

Another conflict...

Do the math...

- Preparation: 1 hour
- Final Conf: 1 hour

**10 hours
per
teacher!**



- Pre: 1 hour
- Obs: 1 hour
- Prep: 1 hour
- Post: 1 hour

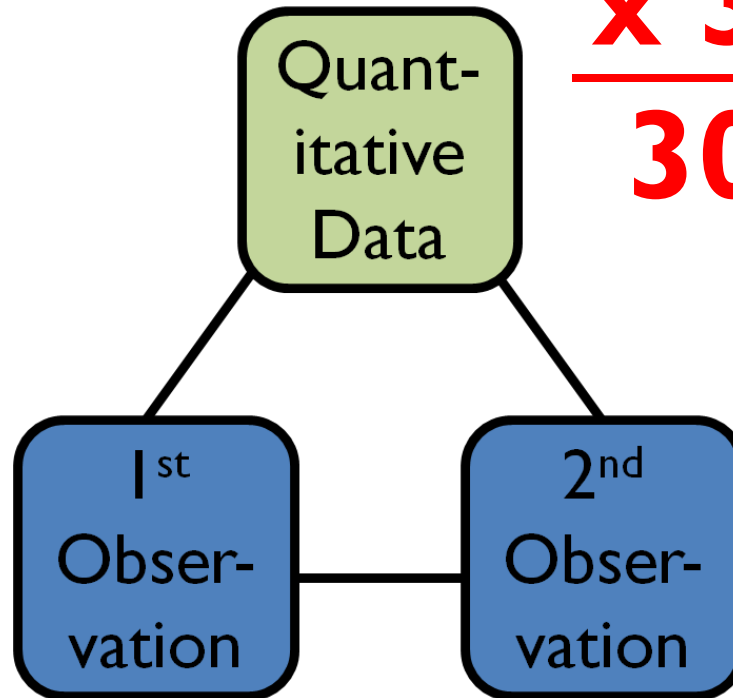
- Pre: 1 hour
- Obs: 1 hour
- Prep: 1 hour
- Post: 1 hour

Do the math...

- Preparation: 1 hour
- Final Conf: 1 hour

10 hours
x 30 teachers

300 hours



- Pre: 1 hour
- Obs: 1 hour
- Prep: 1 hour
- Post: 1 hour

- Pre: 1 hour
- Obs: 1 hour
- Prep: 1 hour
- Post: 1 hour

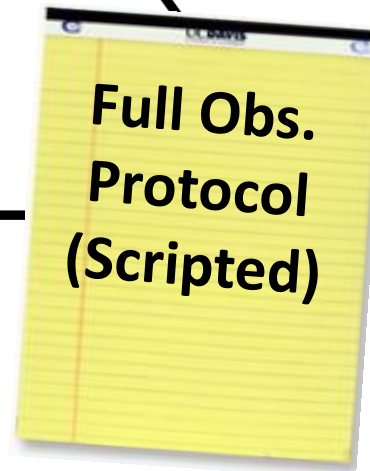
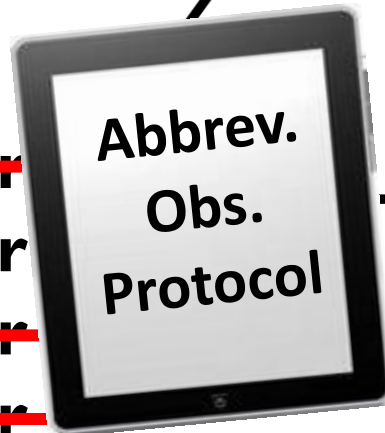
How to simplify?

- ~~• Preparation: 1 hour~~
- ~~• Final Conf: 1 hour~~

~~10 hours~~
5 hours

Quantitative Data

- ~~• Pre: 1 hour~~
- Obs: 1 hour
- ~~• Prep: 1 hour~~
- ~~• Post: 1 hour~~



- Pre: 1 hour
- Obs: 1 hour
- Prep: 1 hour
- Post: 1 hour

Pros and Cons

- **Principals: “Early observations of all staff were invaluable.”**
- **Admin review of obs. protocol**
- **Discussions of rigor**
- **District admin analysis of evals**
- **Time consuming for principals**
- **iPads were intimidating initially**
- **Email communication replaced some face-to-face conferences**

Questions

