



TEACHER EVALUATION POLICY IN ARIZONA:

Where is Arizona in implementing teacher effectiveness policies?

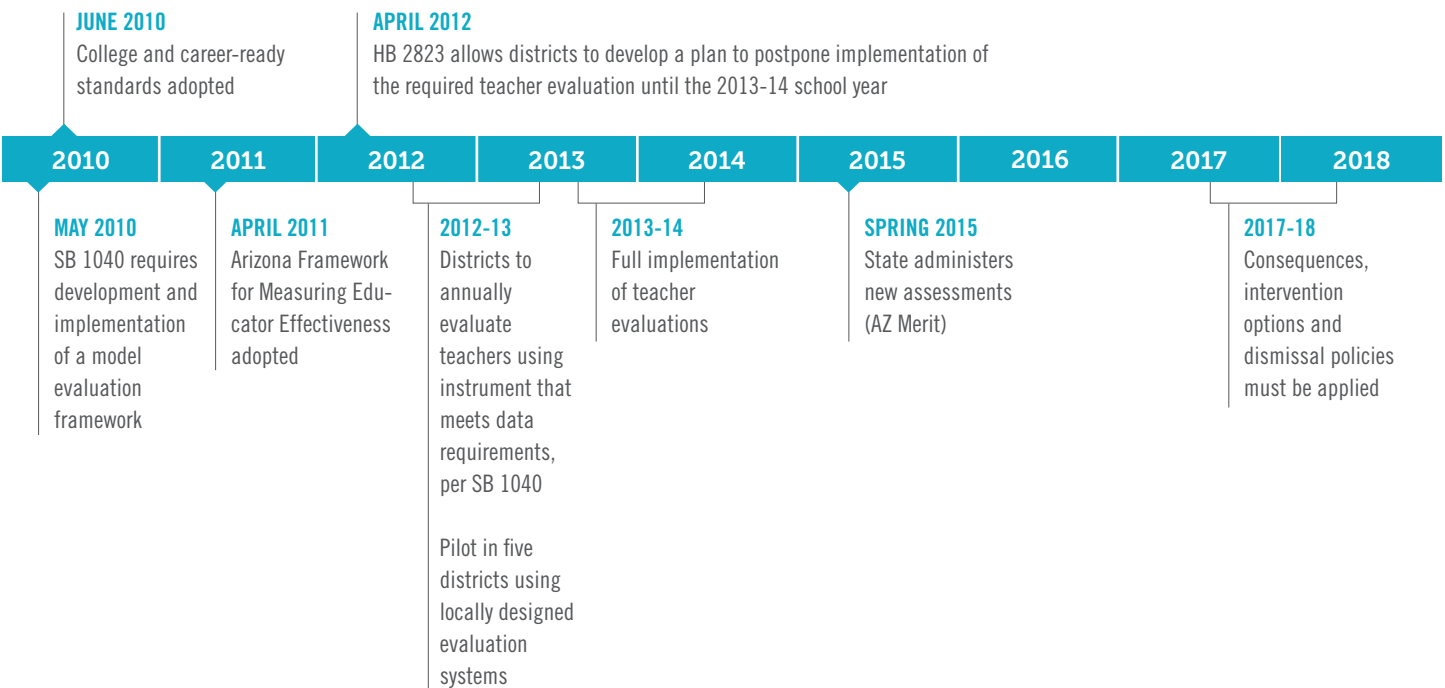
THE NATIONAL PICTURE

STATE TEACHER EVALUATION POLICIES (2015)

ARIZONA 



ARIZONA'S IMPLEMENTATION TIMELINE



ARIZONA'S EVALUATION SYSTEM REQUIREMENTS

EVALUATION SYSTEM	REQUIREMENTS
Evaluation System Structure	State criteria or framework for district-designed evaluation system.
Use of achievement data/student growth in teacher evaluations	For teachers with available classroom-level student achievement data classroom data must account for between thirty-three and fifty percent of total outcome. School-level data is optional and cannot account for more than seventeen percent. A measure of academic growth must count for twenty percent of the total evaluation.
Observations	At least two per year.
Tenure Policy	Teachers beginning their fourth year of employment who receive either a developing or ineffective evaluation rating must retain their probationary status. Tenured teachers with such ratings revert to probationary status until they earn an effective rating.
Dismissal Policy	"Inadequacy of classroom performance" is grounds for teacher dismissal.

DOES ARIZONA CONNECT TEACHER EVALUATIONS TO RELATED POLICY ISSUES?



Arizona has made important strides in developing high-quality evaluations of teacher effectiveness grounded in student growth and achievement and has articulated some important teacher policies linked to new teacher evaluations. But more can be done to “connect the dots” — ensuring that evaluation results are used to guide teacher policy statewide in ways that will further the quality of teaching and learning for all.

For more information about Arizona and other states' teacher effectiveness policies, NCTQ's *2015 Arizona State Teacher Policy Yearbook* is immediately available for free download at: www.nctq.org/statepolicy