



Arizona Department of Education
Student Achievement and Educator Excellence Division

Guidance on Teacher and Principal Evaluations

Friday, September 4, 2020

Background

School closures and cancellations of the statewide assessment in the 2019-2020 school year impacted teacher and principal evaluation systems. However, the Legislature did not waive requirements for evaluations. By statute, evaluation systems are required to:

- Result in at least **one evaluation** of each teacher by a qualified evaluator every school year;
- For both teachers and principals, include the use of quantitative data on the academic progress for all students, which shall account for between 20% and 33% of the evaluation outcomes;
- For teachers, include **two classroom observations**, unless a continuing teacher is highly effective or effective based on the first classroom observation and the school district or charter school waives the second classroom observation;
- Include four performance classifications: highly effective, effective, developing, and ineffective.

As a reminder, the statewide evaluation framework was repealed in 2019. Evaluation systems are adopted by local education agencies within statutory parameters, including those listed above.

Guidance

- Schools are required to conduct **an evaluation** of each teacher by a qualified evaluator.
- Schools are encouraged to conduct **the evaluation** remotely or in any available manner that adheres to the most recent guidance from public health officials.
- While **two classroom observations** are required except as noted above, schools are encouraged, if necessary, to conduct them remotely or in any available manner that adheres to the most recent guidance from public health officials. If two **classroom observations** are not possible due to a school closure, schools may rely on **other observation formats**, such as **online observations** to determine the teacher's effectiveness.