



State of Arizona
Department of Education
Guidance- Title II-A Funding

Use of Title II–A to Support the Development, Implementation, & Evaluation of Educator Evaluation Systems

Effective Teachers and Leaders (formerly Title II-A) is responsible for increasing student academic achievement through strategies that support improving teacher and principal effectiveness. All expenditures must adhere to the following Title II-A priorities:

- Assist with the implementation of the Arizona Framework for Measuring Educator Effectiveness.
- Improve the effectiveness of teachers and principals,
- Achieve equitable distribution of effective teachers and principals,
- Support targeted professional development based on identified needs, and

Expenditure Guidance:

- Hire a qualified external consultant to facilitate the development and/or revision of the Local Education Agency's (LEA) teacher and principal evaluation system (tools and processes) in alignment with the State Board adopted teaching and leadership standards and the Arizona Framework for Measuring Educator Effectiveness. A Scope of Work must be provided for approval.
- Provide stipends to certified staff to participate in collaborative activities to develop/revise the LEA's evaluation system (tools and processes) in alignment with the State Board adopted teaching and leadership standards and the Arizona Framework for Measuring Educator Effectiveness. To be eligible for stipends, these activities must be conducted outside the normal contract day.
- Pay allowable costs associated with participation in a consortium of LEAs to develop an evaluation system (tools and processes) in alignment with the State Board adopted teaching and leadership standards and the Arizona Framework for Measuring Educator Effectiveness.
- Pay allowable costs associated with participation in a national organization to design valid and reliable assessment tools for non-tested subject areas/grades.
- Provide professional development (on awareness and implementation) to certified staff on the aligned LEA evaluation system (tools and processes).
- Provide initial and on-going professional development for evaluators on the aligned LEA evaluation system (tools and processes) to ensure fidelity of implementation and inter-rater reliability.
- Design targeted LEA/school professional development based on analysis of teacher and principal evaluation data and in alignment with the National Staff Development Standards (NSDC).
- Design individual professional growth plans and targeted professional development based on analysis of individual teacher and principal evaluation data in alignment with NSDC.
- Evaluate and modify the evaluation system (tools and process), based on data, to ensure that it accurately assesses teacher and principal performance.
- Title II-A funds may **NOT** be utilized to conduct reliability and validity studies of locally created assessments.
- Title II-A funds may **NOT** be used to pay for positions (full-time equivalents) to provide coordination or support for implementation the Arizona Framework for Measuring Educator Effectiveness.

The **supplement not supplant** requirement prohibits the use of funds provided under Title II-A to pay for services that, in the absence of these funds, would be paid from State and local funds.