

Arizona



Schools

Wave 1 (2010–11) = 17 schools
Wave 2 (2011–12) = 48 schools
Wave 3 (2012–13) = 60 schools

NIET partnered with the Mary Lou Fulton Teachers College at Arizona State University to impact teachers across Arizona. This partnership is increasing educator effectiveness through an evaluation system, professional development and school support; focusing on improving effective teacher retention; and providing educators with performance-based compensation determined through observations and student growth.

For the 2013–14 academic year, 59 schools from 10 Arizona K–12 districts are participating with an impact on 2,400 educators and 40,000 students. The program has grown from 17 schools in Wave 1 (beginning in 201–011) to 48 schools in Wave 2 (2011–12) to 60 schools beginning in Wave 3 (2012–13).

Key Evaluation Findings

2012–13 academic year results include:

- 83 percent of schools (50 out of 60) increased their A-F Letter Grade or stayed the same from the previous year.
- 60.0% (959 out of 1,603) of teachers in both Wave 1 and 2 during the 2012–13 school year had a SKR score of 3 or higher (on scale 1–5), which is the target measure on teacher effectiveness.
- 80 percent of respondents in the grant agreed with the following statement: “Professional development has provided me with strategies that I have incorporated into my instructional delivery methods.”
- 90 percent of respondents to TAP Attitude Survey reported moderate to strong support on the “instructionally focused accountability” scale.
- 70 percent of teachers reported that overall their schools are a good place to work and learn, according to the 2013 Working Conditions (WC Survey).
- A majority of teachers gave favorable ratings to the five scales of Facilities and Resources (83 percent), Professional Development (81 percent), Empowerment (74 percent), Time (57 percent), and Leadership (57 percent), according to the 2013 WC Survey.
- For Wave 1 schools, each category’s favorable ratings increased more than 20 percentage points from 2010–11 to 2012–13.
- 69 percent of teachers responded favorably on the WC survey that “there are opportunities for advancement without leaving teaching.”

Three-year data indicates:

- A 30 percent increase from Year 1 to Year 3 in the number of teachers (1,390 out of 2,147) demonstrating effectiveness with a score of 3 or higher (on scale of 1-5) on the TAP Instructional Rubric and value-added calculations based upon student achievement and/or school-level growth.
- Administrator effectiveness (principals and assistant principals) increased 53 percent over the three years (59 out of 97) based on a combination of four measurements: TAP Leadership Rubric, VAL-ED survey/post-conference observations, TAP Program Review, and schoolwide student growth.

“My attitude towards being an educator has been greatly and positively influenced by my school and the manner they implement the TAP indicators. I have never been more confident as a teacher and in my effectiveness in the classroom.”

--AZ Career Teacher