

RESOLUTION NO. 2020- 03
RELATED TO PROFESSIONAL STAFF EVALUATIONS DURING 2020-2021

ALHAMBRA ELEMENTARY SCHOOL DISTRICT

WHEREAS, the World Health Organization declared a Public Health Emergency of International Concern on January 30, 2020, the United States Department of Health and Human Services declared a Public Health Emergency on January 31, 2020, related to the COVID-19 outbreak, and the World Health Organization officially declared a pandemic due to COVID-19 on March 11, 2020; and

WHEREAS, as of March 11, 2020, pursuant to A.R.S. §§ 26-303 and 36-787, a declaration of Public Health State of Emergency was issued by the State of Arizona due to the necessity to prepare for, prevent, respond to, and mitigate the spread of COVID-19; and

WHEREAS, the Governor of the State of Arizona, with advice from the Arizona Department of Health Services, has Declared a State of Emergency in Arizona related to COVID-19, citing that COVID-19 poses a serious public health threat for infectious disease spread to Arizona residents and visitors if proper precautions recommended by public health are not followed; and

~~WHEREAS, the Arizona Department of Health Services have developed benchmarks to assist local school districts in determining when it might be safe to return to in-person learning, and, to date, the data in those benchmarks within the community within and surrounding the Alhambra Elementary School District indicate COVID-19 is still widespread within the community; and~~

WHEREAS, the Governor has officially declared that he and the Director of the Arizona Department of Health services have reasonable cause to believe the spread of COVID-19 can lead to respiratory illness, disease complications, and even death for Arizona residents, particularly those with underlying medical conditions or the elderly; and

WHEREAS, the Governor has officially declared, and the Superintendent and Governing Board of the Alhambra Elementary School District agree, it is necessary and appropriate to take action to ensure the spread of COVID-19 is controlled and that the residents of Arizona remain safe and healthy; and

WHEREAS, on June 24, 2020, the Governor's Executive Order 2020-41, related to the 2020-2021 School Year, was issued to offer flexibility and funding certainty to schools to ensure that Arizona students and families would have educational consistency during these unprecedented times; and

WHEREAS, on June 29, 2020, the Governor's Executive Order 2020-44, *Protecting Public Health for Students and Teachers*, was issued to aid in the delivery of education for the 2020-2021 school year in a safe and effective manner while monitoring the impacts of mitigation efforts for COVID-19; and

WHEREAS, on July 23, 2020, the Governor's Executive Order 2020-51, *Arizona: Open for Learning*, was issued to provide further aid and guidance related to the delivery of education for the 2020-2021 school year and included provisions to clarify that local school districts have the flexibility to offer distance learning to students until students and staff can return to in-person classes in a safe manner; and

WHEREAS, in particular, the Superintendent and Governing Board of the Alhambra Elementary School District have no more important responsibility than to ensure the health and safety of the students that attend schools within the school district, and the employees who serve those students' needs; and

WHEREAS, the Superintendent and Administration recommend, and the Governing Board finds and determines that, during district learning and other disruption to "normal" in-person instruction due to COVID-19, it will be difficult and unfair to evaluate professional staff with traditional evaluation instruments and observation tools during the 2020-2021 school year; and

WHEREAS, the Superintendent and Administration have gathered feedback from certified teachers and have recommended to this Governing Board a modified evaluation instrument to be used within the overall system of evaluation for 2020-2021, referred to as the Individual Growth Plan (attached hereto and made a part hereof); and

WHEREAS, A.R.S. § 15-536(B) (preliminary notice of inadequate performance), § 15-537(A) (certified teacher performance evaluation system), § 15-538 (preliminary notice of inadequate classroom performance), § 15-539 (due process for dismissal of certificated teacher), and § 15-977 have not yet been suspended or modified by the Arizona Legislature for the 2020-2021 school year, so are still applicable under Arizona law.

NOW, THEREFORE be it resolved by the Governing Board of Alhambra Elementary School District No. 68 of Maricopa County, Arizona that:

Section 1. The Governing Board authorizes and directs the Superintendent, or the Superintendent's designee, to develop a system of evaluation that uses the attached Individual Growth Plan as the primary teacher performance evaluation instrument for the 2020-2021 school year.

Section 2. The Governing Board adopts the definition of "inadequate classroom performance" for the 2020-2021 school year to be a teacher who is classified as showing "no effort" on the attached Individual Growth Plan.

Section 3. The Superintendent, or the Superintendent's designee, is authorized and directed to promptly notify all qualified evaluators and professional staff of the modifications to the teacher and professional staff evaluation system for the 2020-2021 school year. All modifications to the evaluation system shall still comply with the requirements of A.R.S. § 15-536(B) (preliminary notice of inadequate performance), § 15-537(A) (certified teacher performance evaluation system), § 15-538 (preliminary notice of inadequate classroom performance), § 15-539 (due process for dismissal of certificated teacher), and § 15-977 as

applicable, or as may be modified by future action of the Arizona Legislature, for the 2020-2021 school year.

Section 4. The Governing Board hereby suspends the provisions of Policy GCO, Evaluation of Professional Staff Members, and the corresponding regulations to Policy GCO, as to any provisions of that policy and those regulations that contradict with the findings and directives under this Governing Board Resolution. This suspension of portions of Policy GCO shall remain in effect until June 30, 2020, or until further action by this Governing Board, whichever is sooner.

Section 5. The Governing Board anticipates that the Superintendent and Administration will, a future public meeting of the Governing Board, and after receiving input from certified teachers and professional staff, develop further recommendations for the evaluation system, and more particularly as it relates to recommendation of the performance base pay plan to be adopted by the Governing Board for the 2020-2021 school year.

Passed and adopted this ____ day of August, 2020.

ALHAMBRA SCHOOL DISTRICT No. 68

By: _____

Its: Governing Board President

Attested by:

Governing Board Member