

January 22, 2016

Hello,

Hope that you have had a good week.

I want to follow-up on three items for clarification regarding our ongoing work on Teacher Evaluation.

We have had excellent conversations this week across the district - with teachers, principals, and leaders - and have some clarification information for you that I hope you will find helpful.

First, thank you to those who have reached out to apply for the **Teacher Evaluation Advisory Group**; we have received an strong number of applicants, and are requesting that all who are interested **please apply by next Tuesday, January 26th**, when we will close applications.

We know that it is important to begin this important work with solution-oriented educators around the table as soon as possible and look forward to moving forward together to clarify, support, and remove obstacles to our successful implementation of AAPS Teacher Evaluation. Thank you to all who have offered to work on this important endeavor.

Secondly, I have heard this week of teachers who have been concerned about **attendance**, and worried that they shouldn't miss work, even for appropriate reasons such as illness or bereavement. I want to absolutely reassure all our staff that absences for appropriate reasons such as these are *not* a concern that anyone on our AAPS team should have.

Finally, in conversations with teachers this week, one area where it appeared that we could offer immediate clarification is to share further guidance on **student growth measures**. Following work with teachers, principals, and leaders, the attached document has been developed to clarify our understanding that multiple measures can be used to more fully illustrate the growth that students have made. Your principals and content leaders will also be able to support if you should have further questions in this area.

Thank you for your excellent work every day, and I look forward to our continued work together on behalf of our children.

Hope that you enjoy a good weekend,

Jeanice Swift