

Flagstaff Unified School District

3285 East Sparrow Avenue

Flagstaff, AZ 86004

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The Flagstaff Unified School District Governing Board and the Flagstaff Educators Association are in support of Arizona's application for Race to the Top. Many of the reforms listed in the preliminary scope of work are ones that our district has been implementing over the past couple of years.

In particular, we are interested in the "move on when ready" aspect of individualized education using data and student progress to inform student achievement. We are also working on improving our evaluation system to better reflect classroom activity and student academic growth. This will include the use of more frequent walk throughs by principals, more focused staff development based on the needs revealed by the walk throughs, and an evaluation tool that includes student academic growth.

Flagstaff Unified School District uses an Interest Based Strategies system of negotiations. The committee consists of members from the teaching, classified and administrative staff. We use IBS to arrive at consensus on most issues that involve evaluation and compensation. To that end, and with respect for our process, we will continue to use our IBS system in conjunction with the scope of work to devise, revise and implement an evaluation system that incorporates student growth, compensation, promotion and retention.

Respectfully,



Barbara Hickman
Superintendent

Flagstaff Unified School District