



Florence USD - AZ

# Transforming Teacher Development with AI

Florence USD turned to AI-powered coaching to overcome leadership fragmentation and outdated evaluation methods—unlocking faster feedback, deeper reflection, and a stronger culture of continuous growth.

## Barriers to Growth in a Decentralized System

Florence Unified School District (USD) faced resistance to teacher development due to decentralized leadership, making district-wide implementation inconsistent. At the same time, they struggled to recruit qualified teachers and relied on time-consuming, scripted evaluations. New teaching demands highlighted the need for scalable, efficient coaching solutions.

## Leveraging AI to Streamline and Support Coaching

Sibme introduced AI-driven tools to streamline observations, eliminate manual scripting, and enable targeted feedback. Teachers began receiving immediate insights and data-backed evaluations. The platform empowered leaders to reflect, coach, and implement strategies aligned with evolving student needs.

## Empowering Educators Through Feedback and Reflection

- **Efficient Feedback:** Faster, more actionable responses replaced scripting.
- **Objective Evaluation:** AI highlighted instructional gaps, like vocabulary level mismatches.

- **Continuous Improvement:** Collaboration and self-reflection became ingrained in the district culture.

## A Lasting Shift Toward Collaborative, Data-Driven Growth

Sibme's AI coaching transformed teacher development at Florence USD. By simplifying evaluation, enabling data-driven insights, and creating space for deep reflection, educators gained clarity and direction in their practice. The district now embraces a culture of professional growth, where AI supports long-term improvement. With plans to expand the use of AI coaching, Florence USD is building a more collaborative, future-ready teaching ecosystem centered on student success.

"I did the Flesch-Kincaid level of an eighth-grade science teacher versus a fourth-grade science teacher. The fourth-grade teacher's vocabulary level was two grades higher than the eighth-grade teacher. When we used that as a starting point, their eyes were just like, 'Wow.'"

**Dr. Kelly Smith**

"Everything we're using really does filter down to what's best for kids and learning."

**Dr. Kelly Smith**