

# TEACHER EVALUATION CONTINUOUS GROWTH SYSTEM 2015-16 (BOE Approved 7/6/15)

NON-TENURED EVALUATION PLAN	TENURED PLAN		DIRECTED ASSISTANCE PLAN	NEEDS IMPROVEMENT PLAN
<p><b>Purpose:</b> To support the inductee in learning and achieving the performance standards of the profession and the District.</p>	<p><b>Purpose:</b> To provide tenured teachers a structured, supportive, and collaborative environment for enhancing their on-going personal professional growth, ensuring that all staff continues to meet the standards for professional practice.</p>		<p><b>Purpose:</b> To provide non-tenured or tenured teachers structure, assistance, and guidance towards meeting standards for professional practice.</p>	<p><b>Purpose:</b> To provide organizational support and assistance to teachers who are not meeting the standards for professional practice.</p>
<p><b>Standard Evaluation Plan</b> Any educator with a rating of <i>unsatisfactory</i> may not have an overall rating of <i>proficient</i> or <i>exemplary</i> per 4AAC19.010(f). For teachers who are non-tenured in the District. Follows the protocol once each year with 2 formal observation cycles.</p>		<p><b>Alternate Protocol For Tenured Teachers</b> For teachers who are tenured in the District. Follows the protocol once each year.</p>	<p>Follows the protocol:</p> <ul style="list-style-type: none"> <li>• Tenured teachers with more than 25% <i>basic</i> within any domain will move to a Directed Assistance Plan.</li> <li>• This is a directed evaluation period that focuses on any domains that are not in the <i>proficient</i> range.</li> <li>• A Directed Assistance Plan will be in place for no longer than 90 days.</li> </ul> <p>Note: Superintendent (or designee) must be consulted BEFORE a teacher moves to Directed Assistance Plan or Needs Improvement Plan.</p>	<p>Follows the protocol:</p> <ul style="list-style-type: none"> <li>• This is an intensive evaluation period that focuses on components and/or elements from any domain that are in the <i>unsatisfactory</i> performance range or that have remained in <i>basic</i> since the previous evaluation.</li> <li>• A Needs Improvement Plan will be in place between 90 and 180 days.</li> <li>• A Needs Improvement Plan will be written and administered according to Alaska State Statute AS 14.20.149.</li> </ul> <p>Note: Superintendent (or designee) approval required BEFORE a teacher moves to Directed Assistance Plan or Needs Improvement Plan.</p>
<ul style="list-style-type: none"> <li>• Training– Emphasis on the importance of conversations, trust, honest reflections and all domains of the evaluation tool.</li> <li>• Self-Reflection/Calibration- Teacher engages in self-reflection using the rubric appropriate to their teaching assignment, calibrates their understanding of the performance expectations with the administrator, and presents SGM drafts.</li> <li>• Informal Observations – Minimum of 1 observation per semester with a minimum duration of 10 minutes each. Dates are recorded on the evaluation.</li> <li>• Pre-Conference- Address the upcoming formal observation &amp; must be directed by guiding questions.</li> <li>• Formal Observation- Must be scheduled in advance. Minimum of 30 min. Follow up must occur within 5 work days.</li> <li>• Post Conference – Must be completed within 10 days. Focus: conversation/reflection on the lesson observed.</li> <li>• Evaluation Conference – Discuss evidence gathered over time indicating how the teacher is teaching. Must be separate from Post Conference.</li> </ul>		<ul style="list-style-type: none"> <li>• Training – Emphasis on domain 5 of the evaluation tool.</li> <li>• Student learning data focus- Using the Student Growth Map portion of the evaluation tool, the teacher will complete at least one SGM, with the SGM form signed and submitted to HR by the annual certified employee evaluation deadline.</li> </ul>	<p>Note: Superintendent (or designee) must be consulted BEFORE a teacher moves to Directed Assistance Plan or Needs Improvement Plan.</p>	<p>Note: Superintendent (or designee) approval required BEFORE a teacher moves to Directed Assistance Plan or Needs Improvement Plan.</p>
<p>Evaluation is based on the criteria in Danielson’s Framework for Effective Teaching, and beginning in 2016-17, student learning data.</p> <p>When <i>basic</i> or <i>unsatisfactory</i> performance is identified with non-tenured teachers, a Directed Assistance Plan may be implemented at the</p>	<p>For tenured teachers:</p> <ul style="list-style-type: none"> <li>• In first tenured year</li> <li>• Continuing as tenured</li> <li>• Designated by administrator to remain on Standard protocol</li> <li>• Who completed a year on the Alternate protocol</li> <li>• Have a significant change in assignment</li> </ul> <p>Tenured teachers that have more than 25% of <i>basic</i> element and/or component ratings in any</p>	<p>The alternate protocol is focused entirely on domain 5.</p> <p>For tenured teachers:</p> <ul style="list-style-type: none"> <li>• Who demonstrated overall <i>proficiency</i> as a tenured teacher on the previous evaluation</li> <li>• Approved by the site administrator for this protocol</li> </ul> <p>Tenured teachers must return to the Standard</p>	<p><u>Non-tenured</u> teachers that have more than 25% of <i>basic</i> element and/or component ratings in any domain <i>may</i> move to the Directed Assistance Plan. <u>Tenured</u> teachers that have more than 25% of <i>basic</i> element and/or component ratings in any domain <i>will</i> move to the Directed Assistance Plan. If successfully completed, a teacher returns to prior status. If unsuccessful, a teacher proceeds to the Needs Improvement Plan if tenured. If completion of the plan is progressing, it</p>	<p>For any tenured teacher:</p> <ul style="list-style-type: none"> <li>• Whose performance at any point does not meet the performance criteria in the Evidence of Effective Teaching or who has failed to make adequate progress toward identified goals, or</li> <li>• Who received an <i>unsatisfactory</i> rating on any elements, components, or domains in the previous evaluation period.</li> </ul>

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discretion of the principal and Human Resources.	domain will move to the Directed Assistance Plan.	protocol the year after completing the Alternate protocol.	can be continued at the discretion of administration and Human Resources.	<ul style="list-style-type: none"> <li>Teachers on this plan are held here until all objectives of the Needs Improvement Plan are met.</li> </ul> If unsuccessful, the district will follow Alaska State Statute AS 14.20.149.