

TEACHER EVALUATION CONTINUOUS GROWTH SYSTEM 2015-16

NON-TENURED EVALUATION PLAN	TENURED PLAN	DIRECTED ASSISTANCE PLAN	NEEDS IMPROVEMENT PLAN
<p>Purpose: To support the inductee in learning and achieving the performance standards of the profession and the District.</p>	<p>Purpose: 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>Purpose: To provide non-tenured or tenured teachers structure, assistance, and guidance towards meeting standards for professional practice.</p>	<p>Purpose: To provide organizational support and assistance to teachers who are not meeting the standards for professional practice.</p>
<p>Standard Evaluation Plan</p>		<p>Follows the protocol:</p>	<p>Follows the protocol:</p>
<p>For teachers who are non-tenured in the District. Follows the protocol once each year with 2 formal observation cycles.</p>	<p>For teachers who are tenured and Proficient or Exemplary on the previous year's evaluation. Follows the protocol once every other year with one formal observation cycle during the evaluation year.</p>	<ul style="list-style-type: none"> • Tenured teachers with more than 25% <i>basic</i> ratings in any 2 or more domains will move to a Directed Assistance Plan. • This is a directed evaluation period that focuses on any ratings that are not in the <i>proficient</i> range. • A Directed Assistance Plan will be in place for no longer than 90 days. <p>Note: Superintendent (or designee) must be consulted BEFORE a teacher moves to Directed Assistance Plan or Needs Improvement Plan.</p>	<ul style="list-style-type: none"> • This is an intensive evaluation period that focuses on components and/or elements from any one or more domains that are in the <i>unsatisfactory</i> performance range or that have remained in <i>basic</i> since the previous evaluation. • A Needs Improvement Plan will be in place between 90 and 180 days. • A Needs Improvement Plan will be written and administered according to Alaska State Statute AS 14.20.149. <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 Evidence for Effective Teaching and student learning data.</p> <p>Administrators are encouraged to work with <u>non-tenured</u> teachers on a Directed Assistance Plan when concerns are noted.</p>	<p>For teachers:</p> <ul style="list-style-type: none"> • In first tenured year • Continuing as tenured • Designated by administrator to remain on standard protocol • Who was not evaluated on the standard protocol the previous year • Have a significant change in assignment <p><u>Non-tenured</u> teachers that have more than 25% of <i>basic</i> element and/or component ratings in any one 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 two or more domains <i>will</i> move to the Directed Assistance Plan.</p>	<p><u>Non-tenured</u> teachers that have more than 25% of <i>basic</i> element and/or component ratings in any one 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 two or more domains <i>will</i> move to the Directed Assistance Plan.</p> <p>After successful completion of a Directed Assistance Plan, 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 can be continued at the discretion of administration and Human Resources.</p>	<p>For any teacher:</p> <ul style="list-style-type: none"> • 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, • Who received an <i>unsatisfactory</i> rating on any elements, components, or domains in the previous evaluation period. • Teachers on this plan are held here until all objectives of the Needs Improvement Plan are met. <p>If unsuccessful, the district will follow Alaska State Statute AS 14.20.149.</p>