

Educator Evaluation Resources

<http://education.alaska.gov/akaccountability/#c3gtabs-educator>

Accountability

Fact Sheets

FAQs

Infographic

Back to



Accountability

ESEA Flexibility Waiver

Educator Evaluation

ASPI

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In 2012, the State Board of Education & Early Development adopted new educator evaluation regulations. The new guidelines require educators to be evaluated through observations and input from students and parents.

Beginning in the 2015-2016 school year, teachers and administrators also will be evaluated using student learning data. Evaluation should identify educators' strengths and weaknesses, and provide a guide to improve instruction and to grow professionally.

Fact Sheets, FAQs, and Infographic under the blue tabs

The Facts about Alaska Educator Accountability

This is a one page overview on Alaska Educator Accountability for all audiences.

Frequently Asked Questions Educator Evaluation

A four page document that addresses frequently asked questions on Alaska Educator Evaluation for all audiences.

Alaska Educator Evaluation System

This document has four graphical representations of the Alaska Educator Evaluation System. The first graphic shows the three parts (information sources, teacher evaluation components, and results & actions) of the Teacher Accountability and Support Requirements. The second graphic shows the three parts of the Administrator Accountability and Support Requirements. The third graphic shows the Teacher and Administrator Overall Rating and the fourth graphic shows the Teacher and Administrator Overall Rating Matrix. Both show the changes in the weight of the Student Learning Data between School Years 2015-16 and 2018-19.

The following documents will be posted following the ASDN Leadership Working Conference

The Facts about Student Learning Data

Frequently Asked Questions Student Learning Data

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Regulations & Standards

Alaska Educator Evaluation Statutes and Regulations

Direct access to the Statutes and Regulations that are relevant to the Educator Evaluation are provided from this link. The Statutes include Employee evaluation (AS 14.20.149), Dismissal (14.20.170), and Non-Retention (AS 14.20.175). The Regulations include Professional content and performance standards (4 AAC 04.200), District performance standards (4 AAC 04.205), and Evaluation of Professional Employees (4 AAC 19).

Three documents are provided in word: Statues relevant to educator evaluation; Recent changes to the relevant regulations effective as 2/16/2013; and The Content & Performance Standards for Alaska (4 AAC 04.200) which are in place for teachers.

Guide to Statutory & Regulatory Requirements

This presentation provides a review of the Statutory and Regulatory Requirements on Alaska Educator Evaluation. The presentation covers:

- Background Information and Purpose
- District Evaluation System Development
- System Components (Standards, Evaluation Procedures, Data Sources, Plan for Improvement and Professional Growth and Training)
- Overall Rating, Reporting and Confidentiality

Presentations

Alaska Educator Evaluation System Overview

This presentation provides an overview of the Alaska Educator Evaluation System. It covers:

- Background and Purpose
- System Requirements (Information, Evaluation & Actions)
- District Reporting (Calculating Educators' Overall Ratings)
- System Revision (Stakeholders & Next Steps)
- Educator Evaluation Toolkit

Educator Evaluation System Overview Handout

This is a graphic organizer on the Alaska Teacher Evaluation System. Use this handout for participants during the Alaska Educator Evaluation System Overview presentation.

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Resources for Educator Evaluation Implementation

District Self-Assessment Tool

This tool identifies the recommended steps a district should take to build awareness, plan for transition and implement an educator evaluation system that aligns to the new regulatory requirements. For each step, the self-assessment tool also suggests possible resource(s) the district can use to facilitate the district's movement through the phases. The information gathered through the self-assessment can be used in the initial development of the district's implementation timeline, as well as, periodic progress monitoring.

Use the self-assessment tool to determine the district's progress through the recommended steps within each of the three phases that lead to the full implementation of a new educator evaluation system. For each step, indicate if the district has successfully completed, is making good progress, is just getting started, or has not yet begun.

Alaska Educator Evaluation System Timeline

This document provides a timeline of the key yearly milestones in the Educator Accountability Implementation Timeline. The timeline begins with the school-year 2012-13 through the full implementation in school-year 2018-19. Use this document to provide a big picture view of the implementation timeline for all stakeholders.

Evaluation System Checklist

Districts can use this checklist as a quick process to consider if they have addressed the changes in the Alaska Educator Evaluation System adopted by the Alaska State Board of Education in June 2013. The changes are grouped into four areas: Educator Standards, Information Sources, Student Learning Standards & Data, and Results/Outcomes. Based on the district's responses as well as infrastructure and capacity, districts can determine the order in which of the above areas to focus. These results can be used as a resource to develop a multi-year plan to bring the district's educator evaluation system into compliance with the Alaska Educator Evaluation System Requirements.

Evaluation System Comprehensive Worksheet & Gap Analysis

This worksheet identifies the statutory and regulatory requirements for educator evaluation in Alaska and provides an opportunity for districts to determine if they are in compliance. If the district is in compliance, they can record how the requirement is satisfied. If not in compliance, the district can outline action steps that will be taken to bring the evaluation system into compliance. This analysis can be used to develop a multi-year plan to bring the system into full compliance with the Alaska Educator Evaluation System Requirements.

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Multi-Year Planning Template

Districts can use this multi-year planning template to create a timeline for bringing the district's educator evaluation system into full compliance with the Alaska Educator Evaluation System requirements. This template should be used in conjunction with the Alaska Educator Evaluation System Checklist, Compliance Worksheet & Gap Analysis, and District Self-Assessment Tool. The template's timeline allows for multi-year planning to ensure the local school board can adopt the district's educator evaluation system by July 1, 2005 consistent with the new regulations.

Multi-Year Planning Sample

This is a sample of a completed multi-year planning for an Alaska Educator Evaluation System.

Alaska Teacher Content Standard, Definitions, and Framework Alignment

The first page provides the Alaska Content Standards for Teachers Evaluation (4 AAC 04.200(b) and definitions for the Standards. These definitions include Philosophy, Understanding Student Needs, Differentiation & Cultural Responsiveness, Instruction & Content Knowledge, Assessment, Learning Environment, Families and Community, and Professional Practice. The second page provides general information on the three approved frameworks for Alaska: Danielson Framework for Teaching, CEL 5D+TM Teacher Evaluation Rubric 2.0, and Marzano Art and Science of Teaching Framework. The remaining pages contain a page for each of the Alaska Content Standards for Teachers with the alignment to each of the three frameworks.

Teacher Evaluation Model Comparison Chart

This chart provides a comparison of the three approved frameworks (Danielson, CEL 5D+, and Marzano). The comparison includes:

- Number of components or indicators for teacher evaluation
- Number of districts using this framework for teacher evaluation nationwide
- Which schools/districts are currently using this approach to evaluate teachers in Alaska?
- Are Alaska-based consultants available? If so, who are they?
- What professional development is required and for whom?
- Costs for using the model
- Research Validating the Use of this approach for teacher evaluation
- What technology is required, and what are associated costs?
- Principal Evaluation
- Other

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Student Learning Data and SLOs

The following documents will be posted following the ASDN Leadership Working Conference

Student Learning Data Readiness Assessment

Developing SLO Process from Reflection to Action

Assessment Quality Assurance Checklist

Student Learning Objective (SLO) Checklist Sample

Student Learning Objective (SLO) Template

Individual Educator Assessment Inventory

Alaska Educator Evaluation Design Tools – website

<http://education.alaska.gov/TeacherCertification/eeval.html>

The Alaska Department of Education & Early Development has developed tools that can be used by districts across the state as they redesign their evaluation system. The purpose of the design tools is to provide templates and samples to be used as a starting point to developing a revised district educator evaluation system that satisfies the new regulatory requirements and also incorporates best practices.

A working committee has been established with representatives from pioneering districts in their efforts in Educator Evaluation in Alaska. These districts offered their districts' evaluation systems and components to be adapted for statewide use. At committee meetings, the group has worked carefully to design tools and templates that meet both the statutes and regulations requirements.

Note: According to state law, each district's school board is responsible for the district's evaluation system. During the redesign of its evaluation system, the district must consider information from students, parents, community members, classroom teachers, affected collective bargaining units, and administrators. The new regulations also require that the district consults directly with the educators who are subject to the evaluation system when identifying the appropriate student learning data for evaluation and when adopting performance standards for student learning.