



## AN OBSERVATION SYSTEM – GAP ANALYSIS

Observation System Components <b>Items Required by Statute</b>	Essential to Have To Support Our Vision	Components to be Included in Version 1.0	Good Ideas for Version 2.0+
<ul style="list-style-type: none"> <li>Outline your vision and goals for an effective educator evaluation system.</li> <li>Based on your vision and goals, what information sources will we need or intend to use in our district?</li> </ul>	<p>May be new to our system and we will need to develop new processes or procedures.</p>	<p>We may have existing processes and procedures needing revision OR We may need to develop new processes and procedures, etc.</p>	<p>Considerations for Future Years - Version 2.0 or beyond</p>
<b>OBSERVATION DATA – HIGHLIGHTED IN GREY</b> (Includes direct observations using an instrument and rubrics that delineate consistent assessment criteria based on the Content Standards. Districts may adopt, adapt, or create their own.)			
1. <b>Formal Observations</b> (Consider both tenured and non-tenured educators)			
2. Informal Observations			
3. Teacher/peer/mentor observations			
4. <b>Student, parent, administrator, community opportunity for input</b>			
5. <b>Plan of Improvement</b>			
6. <b>Annual Evaluation</b> (Consider both tenured and non-tenured educators)			
<b>OTHER INFORMATION SOURCES TO CONSIDER:</b> <ul style="list-style-type: none"> <li>Teacher Self-Reflection</li> <li>Teacher Portfolios or teacher gathered artifacts/evidence</li> <li>Video Recording of Classes/Lessons</li> <li>Student, parent, administrator, community surveys</li> </ul>			

**Student Learning Standards:** Alaska EED is recommending the use of Student Learning Objectives (SLOs). This document does not include information regarding this particular component – A separate document has been developed for this purpose.



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