Alaska Educator Evaluation System
Teacher Accountability & Support Requirements

Information Sources
- Observations (district may select a nationally recognized framework approved by EED)
- Information from parents, students, etc.
- Other information (as determined by the district)

Teacher Evaluation Components
- Student Learning Standard
- Content Knowledge & Instruction
- Assessment
- Learning Environment
- Family & Community
- Professional Practice

Cultural Standards
- Understanding Student Needs
- Differentiation
- Information from parents, students, etc.
- Other information (as determined by the district)

Level of Support
- Performance Rating on each of the eight (8) standards.
  - Unsatisfactory
  - Basic
  - Proficient
  - Exemplary

Plan of Improvement
- District Support OR Plan of Professional Growth (optional)

Professional Learning Focus for Teacher & District
- Annual Evaluation Alternative for the following school year (as determined by the district)

**The four Cultural Standards for Educators must be incorporated into the evaluation process.**
**Beginning no later than July 1, 2015, districts are required to adopt evaluation procedures that incorporate student learning data into the evaluation process.**
Information Sources

- Observations
  (district may select a nationally recognized framework approved by EED)
- Information from parents, students, etc.
- Other information
  (as determined by the district)

**Two to four valid, reliable measures of student growth including statewide assessments, used to determine the educator’s performance on the student learning standard**

Administrator Evaluation Components

- Leadership Skills
- Instruction & Learning Environment
- Curriculum Implementation
- Student Services
- Professional Development
- Data-driven Decision Making
- Clear & Sensitive Communication
- Laws, Policy, Procedures, & Business Practices
- Children, Families & Communities Needs
- Family Participation

*Cultural Standards*

- Performance Rating on each of the eleven (11) standards.
  - Unsatisfactory
  - Basic
  - Proficient
  - Exemplary

Student Learning Standard

Level of Support

- Unsatisfactory on 1 or more standard
- Basic on 2 or more standards
- Proficient or higher on 10 standards & no unsatisfactory ratings

Plan of Improvement

- District Support OR Plan of Professional Growth (optional)
- Professioal Learning Focus for Administrator & District

*The four Cultural Standards for Educators must be incorporated into the evaluation process.
**Beginning no later than July 1, 2015, districts are required to adopt evaluation procedures that incorporate student learning data into the evaluation process.
Districts will use the ratings on each standard of an educator’s evaluation to calculate the overall rating of the educator. The illustrations below show the percentage of student learning data that will be factored into the overall rating of teachers. The same percentages are required for administrators.

**District Reporting—School Year 2015-2016 & School Year 2016-2017**

- **Content Standards**
  - 80%
  - Student Learning Standard 20%

- **Cultural Standards**
  - Understanding Student Needs
  - Differentiation
  - Content Knowledge
  - Assessment
  - Learning Environment
  - Family & Community
  - Professional Practice
  - Performance Rating on each of the seven (7) Teacher Content Standards.
    - Exemplary
    - Proficient
    - Basic
    - Unsatisfactory

- **Proficient or higher on all standards**
- **Basic or Unsatisfactory on any one standard**

**Exemplary** | **Proficient** | **Basic** | **Unsatisfactory**

**District Reporting—School Year 2017-2018**

- **Content Standards**
  - 65%
  - Student Learning Standard 35%

- **Proficient or higher on all standards**
- **Basic or Unsatisfactory on any one standard**

**Exemplary** | **Proficient** | **Basic** | **Unsatisfactory**

**District Reporting—School Year 2018-2019**

- **Content Standards**
  - 50%
  - Student Learning Standard 50%

- **Proficient or higher on all standards**
- **Basic or Unsatisfactory on any one standard**

**Exemplary** | **Proficient** | **Basic** | **Unsatisfactory**

Department of Education & Early Development (EED)  Updated 2/04/14
Overall Rating Matrix

The overall rating matrixes below illustrates how teachers’ and administrators’ overall ratings will be impacted by the inclusion of the student learning data. The matrixes also show how the requirement that educators must be rated as proficient or exemplary on all standards to receive an overall rating of proficient or exemplary impacts the overall rating calculation.

### Teacher & Administrator Overall Rating
#### 20% based on Student Learning Data
##### SY 2015-2016 & SY 2016-2017

<table>
<thead>
<tr>
<th>Professional &amp; Cultural Standards Ratings (80%)</th>
<th>Exemplary</th>
<th>Proficient</th>
<th>Basic</th>
<th>Unsatisfactory</th>
</tr>
</thead>
</table>

#### 80% 20%

<table>
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<tr>
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<tbody>
<tr>
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</tr>
<tr>
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</tr>
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### Teacher & Administrator Overall Rating
#### 35% based on Student Learning Data
##### SY 2017—2018

<table>
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<tr>
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<th>Proficient</th>
<th>Basic</th>
<th>Unsatisfactory</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall Rating: Basic</td>
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#### 65% 35%

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### Teacher & Administrator Overall Rating
#### 50% based on Student Learning Data
##### SY 2018—2019

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#### 50% 50%

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Beginning in July 2016, each district must report to the Department of Education & Early Development (EED) the number and percentage of educators at each of the overall ratings. Information provided to EED by the districts will be made public only at levels that maintain individual confidentiality.