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| Alaska Educator Evaluation System  Sample Multi-Year Planning Template |

| **Components** | **Fall 2013** | **Spring 2014** | **Fall 2014** | **Spring 2015** |
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| **Stakeholder Participation** | | | | |
| **District School Board** | \_\_ Overview of new educator evaluation regulatory requirements presented at regularly scheduled school board meeting. | \_\_District Educator Evaluation System revision progress report presented at regularly scheduled school board meeting. | \_\_ District Educator Evaluation System revision progress report presented at regularly scheduled school board meeting. | \_\_ Board adopts board policy to align the District’s Educator Evaluation System with state requirements. |
| **Administrators** | \_\_ Convene district educator evaluation work groups that include representatives from all stakeholder groups that will work on transforming the current evaluation system to bring it into compliance with the new regulations.  \_\_ Develop a work plan for the revision of the District Educator Evaluation System. | \_\_ Facilitate the work and monitor progress of the various groups tasked with the revision of the evaluation system. | \_\_ Facilitate the work and monitor progress of the various groups tasked with the revision of the evaluation system. | \_\_ Make available the forms, templates, or checklists that the district will use in the evaluation of educators to the public by posting to the district’s website. |
| **Teachers** | \_\_ Overview of new educator evaluation regulatory requirements presented during regularly scheduled in-service.  \_\_ Representatives participate in district educator evaluation work groups. | \_\_ Continued participation in work groups.  \_\_ Updates provided to all teachers by administrators and teacher representatives on progress of educator evaluation system revisions | \_\_ Continued participation in work groups.  \_\_ Updates provided by administrators and teacher representatives on progress of educator evaluation system revisions | \_\_ Teachers involved in pilot provide feedback on new evaluation processes to district team.  \_\_ Updates provided by administrators and teacher representatives on progress of educator evaluation system revisions. |
| **Parents & Community** | \_\_ Overview of new educator evaluation regulatory requirements provided in school newsletters, on district website, and at informational meetings. | \_\_ Update provided through school newsletters, on district website, and at informational meetings. | \_\_ Update provided through school newsletters, on district website, and at informational meetings. | \_\_ Update provided through school newsletters, on district website, and at informational meetings. |
| **Standards** | | | | |
| **Content Standards** | \_\_ Align the teacher evaluation process with the seven required teacher content standards. | \_\_Align current administrator evaluation process with the ten required administrator content standards. | \_\_Review special service provider evaluation process. Standards should reflect specific job duties. |  |
| **Cultural Standards** | \_\_ Determine how the four cultural standards are being addressed in the teacher evaluation process. Make adjustments as necessary. | \_\_ Determine how the four cultural standards are being addressed in the administrator evaluation process. Make adjustments as necessary. | \_\_Determine how the four cultural standards are being addressed in the special service provider evaluation process. Make adjustments as necessary. |  |
| **Performance Standards** | \_\_ Determine the performance(s) that would be required to demonstrate proficient in each of the teachers’ content standards. | \_\_ Determine the performance(s) that would be required to demonstrate proficient in each of the administrators’ content standards. | \_\_ Determine the performance(s) that would be required to demonstrate proficient in each of the special service providers’ content standards. |  |
| **Level of Performance** | \_\_ Develop or adopt a rating scale that describes four levels of performance (exemplary, proficient, basic, & unsatisfactory) for each teachers’ content standards. | \_\_ Develop or adopt a rating scale that describes four levels of performance (exemplary, proficient, basic, & unsatisfactory) for each administrators’ content standards. | \_\_ Develop or adopt a rating scale that describes four levels of performance (exemplary, proficient, basic, & unsatisfactory) for each special service providers’ content standards. |  |

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| **Information Sources** | | | | |
| **Observation Tool** | \_\_ Select an observational tool and/or revise existing observational procedure and tools as necessary to gather the information necessary to rate the educators’ level of performance. | \_\_ Consider focusing the areas to be evaluated through observation based on the district’s priorities | \_\_ Pilot new or revised observational tool to gather information concerning educator’s performance for the 2014-2015 school year | \_\_ Consider information gathered during pilot to adjust the revised educator evaluation system. |
| **Student & Parent Information** | \_\_ Create or revise if necessary an existing forms to gather information from students, parents, and community members concerning an educator’s performance. | \_\_ Determine if district system will utilize a parent and/or student survey to gather stakeholder input for educator evaluation. Create or adopt an existing survey to use for this purpose (optional). | \_\_ Pilot standardized forms and/or surveys to gather student & parent information concerning educator’s performance for the 2014-2015 school year. | \_\_ Consider information gathered during pilot to adjust the revised educator evaluation system. |
| **Inter-rater Reliability** |  | \_ Select training methods and/or structure evaluation procedures to ensure inter-rater reliability.  \_\_ Begin training evaluators on the use of the observation tool. | \_\_Continue training of evaluators on the use of the observational framework.  \_\_ Use established procedures or a selected method to test inter-rater reliability in the use of the observational framework prior to administrators conducting evaluations for SY 2014-2015 in pilot. |  |
| **Student Learning Standards & Data** | | | | |
| **Student Learning Data** | \_\_ Develop a list of student assessments in use in the district that satisfy the valid, reliable requirements for student learning data with teachers & administrators. | \_\_ For subjects and grade levels that do not have at least two measures for establishing the educator performance in the area of student growth use the state protocols for establishing student learning objectives that can be applied across the district. | \_\_Develop procedures based on objective and measurable criteria to ensure that the student data used to measure performance und the student data standard accurately reflects student growth based on the educator’s performance. | \_\_ Pilot the use of student learning data matrix in the educator evaluation systems. |
| **Student Learning Standard** | \_\_ Use historic information concerning previous results of selected measures to establish standards for student growth and to determine educator performance rating. | \_\_ Create or adopted a metric to determine an educators level of performance in the area of student learning based on 2 to 4 measure of student growth. | \_\_ Pilot the metric to determine the performance level of teachers in all subjects and grade levels were measures are available. | \_\_ Consider information gathered during pilot to make adjusts. |
| **Results/Outcomes** | | | | |
| **Professional Learning Focus**  **& District Support** | \_\_Begin transitional activities for Alaska’s New Student Standards | \_\_ Continue transitional & implementation activities for Alaska’s New Student Standards | \_\_ Identify and organize existing resources educators can access to support their efforts to improve their performance level. | \_\_ Identify and organize existing resources educators can access to support their efforts to improve their performance level. |
| **Plan of Professional Growth** |  |  | \_\_ Determine if district will incorporate a Plan of Professional Growth pathway in their Evaluation System. | \_\_ Develop procedures for Plan of Professional Growth pathway. |
| **Plan of Improvement** |  |  | \_\_ Review procedures for Plan of Improvement pathway; revise as needed to comply with new regulations. |  |
| **Overall Rating** |  |  | \_\_ Select a method to determine an educator’s overall rating based on the regulatory requirements. | \_\_ Using the pilot evaluations selected method to calculate the educator’s overall rating. |
| **Technical Support** | \_\_ Consider the use of an electronic platform to assist in the gathering of evaluation information, to support inter-rater reliability, and track results and outcomes. | \_\_ If an electronic platform will be used, purchase or create and provide training to the evaluators. | \_\_ Use electronic platform during pilot of new system. |  |