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)

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

Teacher Evaluation Components

Understanding Student Needs	*Cultural Standards
Differentiation	
Content Knowledge & Instruction	
Assessment	
Learning Environment	
Family & Community	
Professional Practice	

Student Learning Standard

Performance Rating on each of the eight **(8)** standards.

- Unsatisfactory
- Basic
- Proficient
- Exemplary

*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.

Level of Support

Unsatisfactory on 1 or more standard → **Plan of Improvement**

Basic on 2 or more standards → **District Support OR Plan of Professional Growth (optional)**

Proficient or higher on 7 standards & no unsatisfactory ratings
_____
Exceeds district's performance standards (as determined by the district)
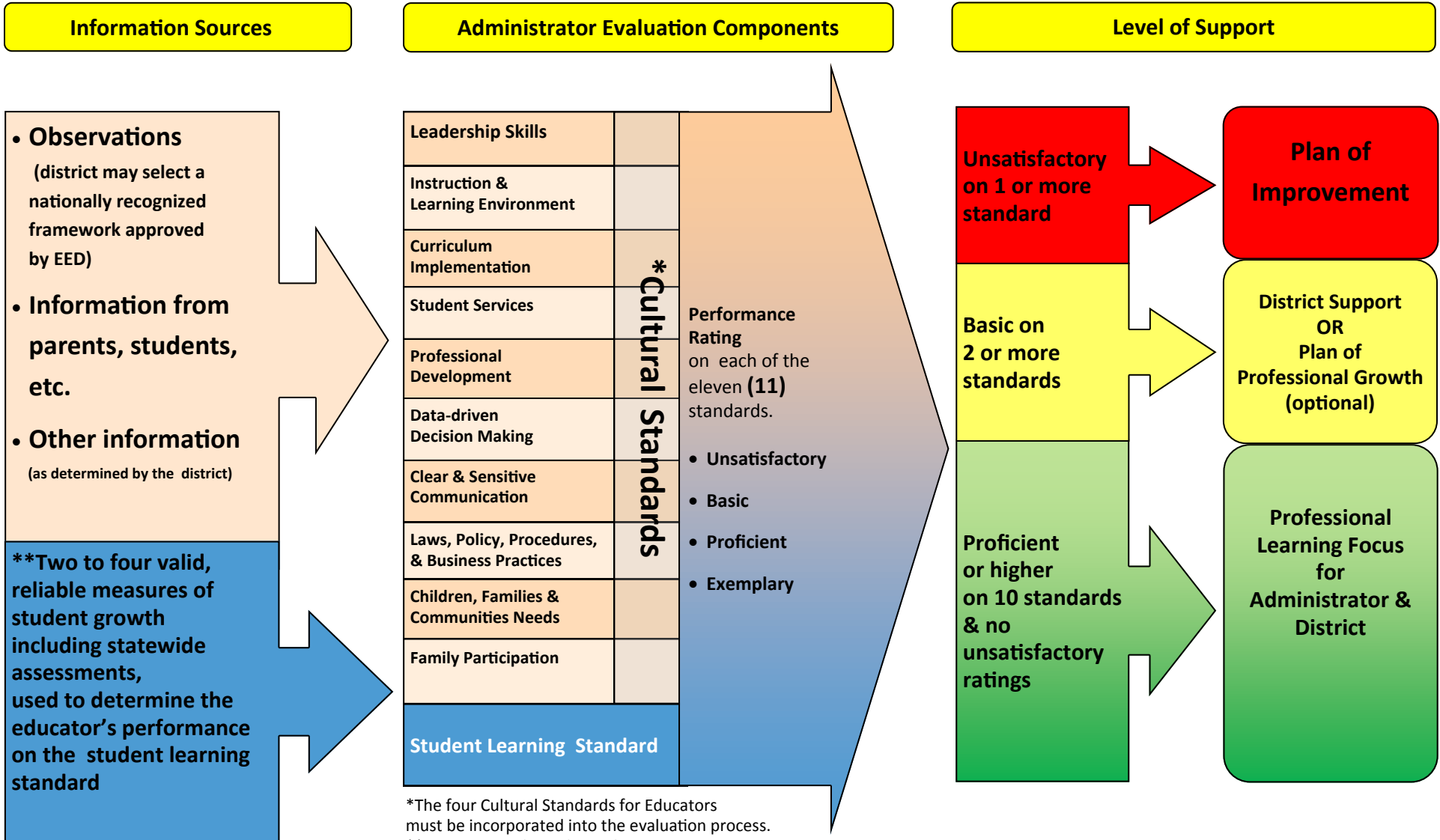→ **Professional Learning Focus for Teacher & District**
_____
Annual Evaluation Alternative for the following school year (as determined by the district)

Information Sources

Administrator Evaluation Components

Level of Support

- **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

Cultural Standards	
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	

Student Learning Standard

Performance Rating on each of the eleven **(11)** standards.

- Unsatisfactory
- Basic
- Proficient
- Exemplary

Unsatisfactory on 1 or more standard → **Plan of Improvement**

Basic on 2 or more standards → **District Support OR Plan of Professional Growth (optional)**

Proficient or higher on 10 standards & no unsatisfactory ratings → **Professional Learning Focus for Administrator & District**

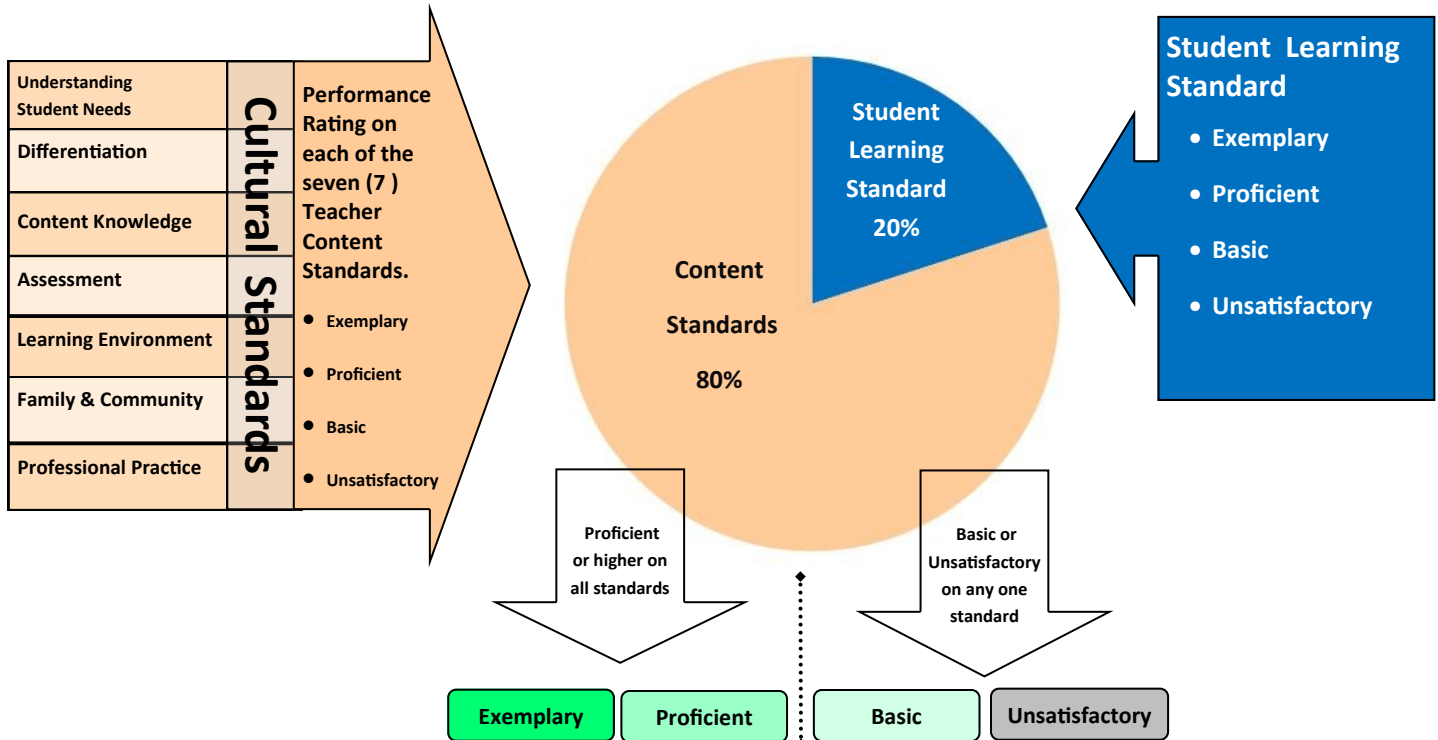*The four Cultural Standards for Educators must be incorporated into the evaluation process.

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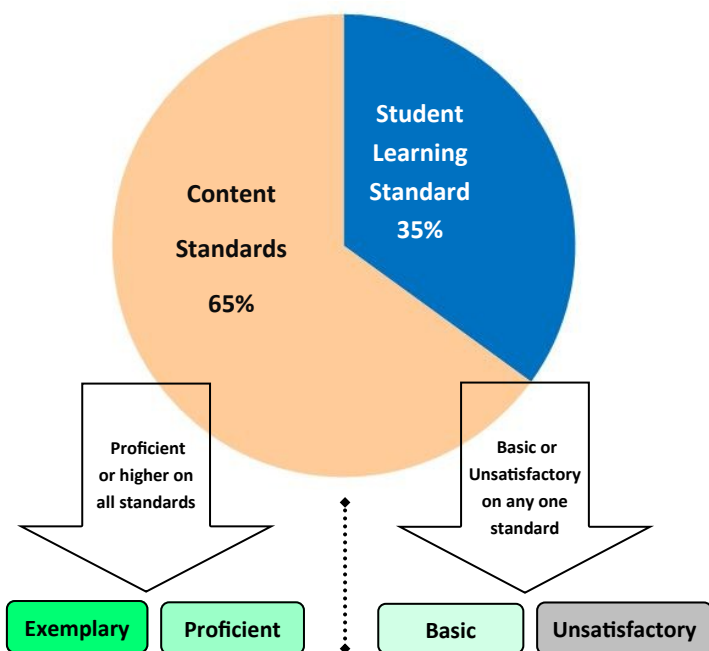
Alaska Educator Evaluation Overall Rating

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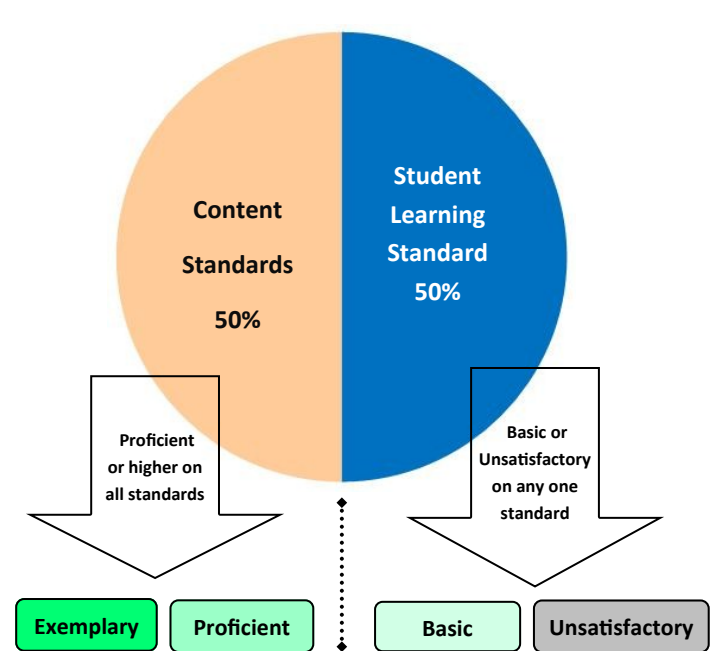
District Reporting—School Year 2015-2016 & School Year 2016-2017

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

Content Standards 80%

Student Learning Standard 20%

Student Learning Standard
- Exemplary
- Proficient
- Basic
- Unsatisfactory

Proficient or higher on all standards → **Exemplary** **Proficient**

Basic or Unsatisfactory on any one standard → **Basic** **Unsatisfactory**

District Reporting—School Year 2017-2018

Content Standards 65%

Student Learning Standard 35%

Proficient or higher on all standards → **Exemplary** **Proficient**

Basic or Unsatisfactory on any one standard → **Basic** **Unsatisfactory**

District Reporting—School Year 2018-2019

Content Standards 50%

Student Learning Standard 50%

Proficient or higher on all standards → **Exemplary** **Proficient**

Basic or Unsatisfactory on any one standard → **Basic** **Unsatisfactory**

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

Professional & Cultural Standards Ratings (80%)					
	Exemplary	Overall Rating: Basic	Overall Rating: Basic	Overall Rating: Exemplary	Overall Rating: Exemplary
	Proficient	Overall Rating: Basic	Overall Rating: Basic	Overall Rating: Proficient	Overall Rating: Proficient
	Basic	Overall Rating: Unsatisfactory	Overall Rating: Basic	Overall Rating: Basic	Overall Rating: Basic
	Unsatisfactory	Overall Rating: Unsatisfactory	Overall Rating: Unsatisfactory	Overall Rating: Unsatisfactory	Overall Rating: Unsatisfactory
		Unsatisfactory	Basic	Proficient	Exemplary
		Student Learning Standard (20%)			

80% / 20%

Teacher & Administrator Overall Rating
35% based on Student Learning Data
SY 2017—2018

Professional & Cultural Standards Ratings (65%)					
	Exemplary	Overall Rating: Basic	Overall Rating: Basic	Overall Rating: Exemplary	Overall Rating: Exemplary
	Proficient	Overall Rating: Basic	Overall Rating: Basic	Overall Rating: Proficient	Overall Rating: Proficient
	Basic	Overall Rating: Unsatisfactory	Overall Rating: Basic	Overall Rating: Basic	Overall Rating: Basic
	Unsatisfactory	Overall Rating: Unsatisfactory	Overall Rating: Unsatisfactory	Overall Rating: Unsatisfactory	Overall Rating: Basic
		Unsatisfactory	Basic	Proficient	Exemplary
		Student Learning Standard (35%)			

65% / 35%

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

Professional & Cultural Standards Ratings (50%)					
	Exemplary	Overall Rating: Basic	Overall Rating: Basic	Overall Rating: Exemplary	Overall Rating: Exemplary
	Proficient	Overall Rating: Basic	Overall Rating: Basic	Overall Rating: Proficient	Overall Rating: Exemplary
	Basic	Overall Rating: Unsatisfactory	Overall Rating: Basic	Overall Rating: Basic	Overall Rating: Basic
	Unsatisfactory	Overall Rating: Unsatisfactory	Overall Rating: Unsatisfactory	Overall Rating: Basic	Overall Rating: Basic
		Unsatisfactory	Basic	Proficient	Exemplary
		Student Learning Standard (50%)			

50% / 50%

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.