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|  | **Alaska Educator Evaluation System**  **Comprehensive Compliance Worksheet & Gap Analysis** |  |

**Purpose:** This checklist 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.

**Directions:**

1) Read the description of the educator evaluation system component requirements. Refer to the associated statute and/or regulation if additional information is needed.

2) Indicate yes, if the required component is in place. Indicate no, if the district needs to address the requirement.

3) Use the last column to describe the component if the district is in compliance. If the district needs to address the requirement, use the last column to identify the action step(s) that will be taken to develop the required component.

Red indicates changes in regulation.

| **Educator Evaluation System Components** | **Statute/Regulation**  **& Timeline** *(If a due date not indicated, component must be satisfied as soon as possible.)* | **Component in Place**  **Yes or No** | **If yes, describe component. If no, identify the actions step(s) that will be taken to develop the required component.** |
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| Stakeholder Participation | | | |
| 1. *Stakeholder Participation*--describe how information from students, parents, community members, classroom teachers, affected bargaining units, and administrators will be or has been considered in the redesign of the educator evaluation system. | AS 14.20.149(a) |  |  |
| Standards | | | |
| 1. *Content Standards –*describe how the district evaluation system is aligned to the content standards for teachers and administrators set out at 4 AAC 04.200. Describe how the content standards for special service providers will be developed in the context of their job description. | AS 14.20.149 (b)(1)  4 AAC 19.010(d)  4 AAC 19.010(g)  4 AAC 04.205 |  |  |
| 1. *Cultural standards* –   describe how the adopted cultural standards for educators are incorporated into the district educator evaluation system | AS 14.20.149 (b)(1)  4 AAC 04.200(f)  4 AAC 19.010 (b) |  |  |
| 1. *Performance Standards*--describe the performance standards that are in use or will be redesigned for the evaluation system based on standards set out at 4 AAC 04.200 | AS 14.20.149 (b)(1)  4 AAC 04.205 |  |  |
| 1. *Level of Performance—*describe the level of performance scale. Each standard must include a description of exemplary, proficient, basic and unsatisfactory performance. | 4 AAC 19.030(b)(3) |  |  |
| Information Sources | | | |
| 1. *Observation Tool* *-*-describe the observation tool that the district will use to gather information concerning an educators performance   *-*-determine if the district will select a nationally recognized framework approved by the department to structure formal and informal observations.  – indicate the number of educator observations planned and by who (principal, other evaluator?)  --non-tenured teachers are receiving at least two observations | AS 14.20.149 (b)(2)&(3)  4 AAC 19.030 |  |  |
| 1. *Student, parents, community members, teacher and administrator input* – describe how these individuals will be given an opportunity to provide information on the performance of the educator and how the district will consider this information when evaluating an educator. | AS 14.20.149 (b) (7)  AAC 4 AAC 19.030(a)(2) & (4) |  |  |
| 1. *Other information* – describe any other information such as walkthroughs, portfolios, parent & student surveys, etc., that will be considered as part of the teacher evaluation. | 4 AAC 19.030 (b) (1 & 2) |  |  |
| 1. *Teacher Training* – describe the yearly in-service training to be offered by the district to the teachers who are subject of the evaluation. | AS 14.20.149 (d) |  |  |
| 1. *Evaluator Training—*describe the training an evaluator must complete in order to conduct a teacher evaluation. | AS 14.20.149 (c) |  |  |
| 1. *Inter-rater Reliability—*describe how the district’s training process will provide inter-rater reliability. | AS 14.20.149 (c)  4 AAC 19.060 |  |  |
| Student Learning Standards & Data | | | |
| 1. *Student learning standards development--*describe the process for establishing the student learning data standards that includes input of the educators who are subject to the evaluation system. | AS 14.20.149 (b)(1)  4 AAC 04.205 (e)  Must be completed by July 1, 2015 |  |  |
| 1. *Student learning performance standard—*describe the student learning data standards established by the school district that indicate exemplary, proficient, basic and unsatisfactory performance. | AS 14.20.149 (b)(1)  4 AAC 04.205 (e)  Must be completed by July 1, 2015 |  |  |
| 1. *Student learning data procedures—*describe objective and measurable criteria to ensure data used to measure performance under the student learning standard accurately reflect student growth based on educator performance. | AS 14.20.149 (b)(1)  4 AAC 04.205 (e)  Must be completed by July 1, 2015 |  |  |
| 1. *Student learning data* – complete the separate chart to identify at least two but not more than four valid, reliable measures of student growth for each grade and/or content area that satisfy the definitions in 4 AAC 19.099 | AS 14.20.149 (b)(1)  4 AAC 04.205 (e)  4 AAC 19.030 (d)  Must be completed by July 1, 2015 |  |  |
| 1. *Student learning data calculation—*describe how multiple measures of student learning will be used to determine a teacher’s student learning performance. | AS 14.20.149 (b)(1)  4 AAC 04.205 (e)  4 AAC 19.030 (d)  Must be completed by July 1, 2015 |  |  |
| 1. *Educator involvement* – describe how and when teachers and administrators were involved in the development of student learning standards and the identification of student learning measures to be used for teacher evaluation. | AS 14.20.149 (a)  4 AAC 04.205(e)(1) |  |  |
| Results/Outcomes | | | |
| 1. *Professional Growth—*describe how the information and analysis from the educator evaluation system will be used to help educators grow professionally. | 4 AAC 19.010 (a)(1) |  |  |
| 1. *Improvement of effective instruction—*describe how the information and analysis from the educator evaluation system will be used to help educators improve their instructional effectiveness. | 4 AAC 19.010(a)(2) |  |  |
| 1. *Non-retention—*describe how the educator evaluation system will lead to non-retention for educators who do not meet district performance standards. | AS 14.20.149 (e)  AS 14.20.175(b)(1)  4 AAC 19.010 (a)(3) |  |  |
| 1. *Overall rating*—describe how the overall rating will be calculated when the individual components are inconsistent. (a mix of unsatisfactory and basic ratings or a mix of proficient and exemplary ratings). | 4 AAC 19.010 (e)(1) |  |  |
| 1. *Overall rating including student learning data*—describe how the overall rating will be calculated beginning in SY 2015-2016 when student learning data will be included. | 4 AAC 19.010 (e)(2)  4 AAC 19.055  The number and percentage of educators at each of the overall performance levels must be reported by each district beginning July 10, 2016. |  |  |
| Other Requirements | | | |
| 1. *Publishing Evaluation System—*indicate the location of the district’s forms, templates, or checklists used in the evaluation of educators within the district’s website. The website should also include information on how stakeholders were involved in the design of evaluation system. | AS 14.20.149 (g)  4 AAC 19.015 |  |  |