



FAIRBANKS NORTH STAR BOROUGH SCHOOL DISTRICT

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Significant Changes Made to Professional Staff Evaluation Handbook 2.0:

- ✓ Professional Growth Model changed to Professional Growth Plan
- ✓ If moving from Danielson Domain Focus to Standard Evaluation instrument, it must be done by January 31st
- ✓ Artifacts no longer collected; building principal/supervisor will meet with staff to discuss what type of *evidence* is required. Boxes checked to show evidence does not indicate *distinguished*.
- ✓ If a teacher is on a Professional Growth Plan and is not successful, the teacher will be placed on a Plan of Improvement
- ✓ Electronic system used to record evaluation details (training to be scheduled as the system is online)
- ✓ Specialty rubrics have been completed (librarian, counselor, etc). New rubric: Instructional Specialist. More categories may be further developed
- ✓ Reminder to cover handbook according to FEA's Collective Bargaining Agreement:

409 TEACHER EVALUATION I. General Procedures Teachers shall be evaluated in accordance with district evaluation procedures adopted by the Board, which meet the requirements of AS 14.20.149.

State approved professional development (in service) days or building staff communications shall address changes and/or revisions in evaluation procedures, district and state policies, curriculum and texts, and shall include special education issues. The evaluation procedure for all teachers shall be addressed on or before October 1, and for new teachers within two (2) weeks of hiring, if hired after October 1.

- ✓ General email for evaluation questions: evalquestions@k12northstar.org. Call Human Resources if you have a time sensitive or confidential question (x 11395). Call HR with any question about timelines, process, etc.
- ✓ Call Teaching and Learning Department if you have any questions about professional development or support needed for teachers
- ✓ Evaluation forms
 - Overview
 - Pre- and Post- Observation questions
 - Self-Reflection
 - Rubric
 - Sample artifacts
 - Summary Forms

Formatting changes for clarity / consistency. Entire Danielson rubric included (not part of Version 1.0) and self-reflection made into one page

Date: August 9, 2016