

TENTATIVE 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 (inservice) 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.

The evaluation must be based on observation of the employee in the employee's workplace.

All observation and evaluation documents are confidential per AS 14.20.149 (h).

II. Rights of Teachers

The teacher must be informed of the right to review each written evaluation prior to its deposit in the personnel file and of the right to comment in writing on any matter contained in it.

Upon request, teachers have the right to a supplemental written evaluation by another District administrator designated by the Superintendent in accordance with paragraph I of this Article.

III. Procedures for Plan of Improvement

The District shall prepare and implement a plan of improvement for a teacher whose performance does not meet the District's performance standards, except if the teacher's performance warrants immediate dismissal under AS 14.20.170 (a). The evaluating administrator shall consult with the teacher in setting clear, specific performance expectations to be included in the plan of improvement.

The teacher may have a representative present when developing the Plan of Improvement and during scheduled progress meetings that are part of the Plan. The representative may confer with the teacher before and after the meeting and clarify questions the teacher may have.

Except in extenuating circumstances, the representative will not be a member of the same building or Districtwide staff as the teacher on the Plan. The parties agree the scheduling of the representative will not unreasonably delay the scheduling of the progress meeting.



Ivory McDaniel-Ilgenfritz
District Chief Spokesperson

4/27/22

Date



Coby Haas
FEA Spokesperson

4/27/22

Date