



**FAIRBANKS NORTH STAR BOROUGH SCHOOL DISTRICT**  
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MEMORANDUM

TO: FEA Members  
FROM: Kathy Port, Assistant Director of Human Resources  
DATE: October 26, 2020  
SUBJECT: FEA Evaluations and Remote Learning

Teacher evaluations are an important part of a teacher's professional career as they provide input to help teachers design a plan for improvement and/or personal growth. Teacher evaluations, as with many things this school year, are being modified to support the current digital learning environment. A focus of the evaluation process should be ongoing and intentional conversations between teachers and supervisors that reflect opportunities for reflection, support, and increasing student learning and engagement.

Our department worked jointly with Sandi Ryan, FEA president, and the assistant superintendents, Kate LaPlaut and Luke Meinert, to revise evaluation expectations for the 2020-2021 school year. While the district is in a remote learning environment, the evaluation process will focus on eight main components of the Danielson Framework. These eight components are outlined in a newly published document [The Framework for Remote Teaching](#). The components are:

- Demonstrating Knowledge of Students - 1b
- Planning Coherent Instruction - 1e
- Creating Environments of Respect and Rapport - 2a
- Managing Routines and Procedures - 2c
- Using Questioning and Discussion Techniques - 3b
- Engaging Students in Learning - 3c
- Using Assessment for Learning - 3d
- Engaging Families and Communities - 4c

The Framework for Remote Teaching describes the components within the teacher evaluation. However, the components for the various evaluation types in the district have similarities. A comparison of the components is shown on the [Danielson Framework for Remote Learning Component Comparison Chart](#).

While these eight components are the focus of evaluations, principals can discuss and evaluate additional components if there are concerns.

Always remember, staff members are held to professional and ethical standards as described in school board policies and the code of ethics of the teaching profession.

If you have any questions regarding your evaluation, please discuss your concerns and/or questions with your supervisor.