

Sample from Exemplary School District Teacher Evaluation Schedule

ISSUE	Track 1: Non-Tenure Year 1	Track 1: Non-Tenure Year 2	Track 1: Non-Tenure Year 3	*Track 2: Tenure Year 1	*Track 2: Tenure Year 2	*Track 2: Tenure Year 3	**Track III: Focused Assistance	***Track IV: Intensive Assistance 30-90 days
Observation protocols: Goal Setting Pre-conf Observations Post-conf & feedback Standard Protocol* TEP (Teacher Enrichment Pathway)*	4 domains 1 2 2 2 minimum	same	same	1 1 1 1 X or X	1 1 1 1 X or X	1 1 1 1 X or X	1-4 domains 1 Unlimited Unlimited Unlimited	Required Domains/Components Goals specific to unsatisfactory Components 2 mandatory 2 mandatory 2 mandatory
Concern comes up: Feedback within 5 school days. Quick response/feedback may include email, chat, memo	X	X	X	X	X	X	XXXXXX	x

Domain rotation:

- Typically, the teacher focuses on the four domains in a three-year rotation.
- A teacher must continue on the same domain(s) as the previous year, and must add a new domain, if the teacher:
 - Has not shown adequate progress
 - Has received numerous Basic ratings
 - Has had a significant change in teaching assignment

*Track II:

- The first year will be a Standard evaluation. The TEP option may be used in the second and third years of the cycle at the choice of the teacher and the discretion of the administrator.

**Track III:

- Track III may be used at discretion of administrator, in consultation with the Superintendent or his designee, when a teacher has received 41% or more Basic ratings on performance evaluations.
- Teachers move from Track III to Track II by reaching a rating of Proficient on at least 60% of the elements. Teachers returning to Track II will start with a Standard Protocol.
- Teachers move from Track III to Track IV upon failure to reach a rating of proficient on at least 60% of the elements or by reaching a rating of unsatisfactory on one or more elements.
- Target Domain(s) and Component(s) of highest need

***Track IV:

- One or more Unsatisfactory element rating
- Human Resources Director must be consulted before a teacher is placed on Track IV.
- The plan for improvement will align with Alaska State Statutes 14.20.149 and the plan will be specific to the unsatisfactory element(s).
- A rating of Unsatisfactory on any element takes a teacher directly to Track IV.

Note: Information that is included in written documents related to performance evaluation must be specific and observed/collected by the supervisor, rather than from anonymous sources.