



Craig City School District

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Memorandum Item 9e

FOR: School Board Members
FROM: Chris Reitan
DATE: May 26, 2021
SUBJECT: CCSD Standard Certified Teacher Self-Assessment and Evaluation Forms

The district previously adopted the Marzano Framework for our teacher evaluation system and contracted with Learning Science International for the use of their iObservation model for all certified teacher evaluations.

The CCSD administrative team has had a number of conversations with our certified staff members over the past few years about concerns with our current certified teacher i-Observation evaluation model. Some of the feedback we've received is that the tool is cumbersome, extremely time-consuming, and isn't providing the information or feedback that is valuable to our certified staff members.

Based on this feedback the CCSD administrative team developed a draft self-assessment and evaluation tool that continues to utilize the Marzano framework. The criterion were pulled from the Documents for Revised Marzano Framework (NASOT) that the Washington Office of Public Instruction has developed <https://www.k12.wa.us/educator-support/teacherprincipal-evaluation-program/frameworks-and-rubrics/marzano%E2%80%99s-teacher-evaluation-model> and is based on what the administrative team thought might best resonate with our certified teaching staff and with our student needs. These draft documents have also been shared with our certified teachers for their feedback and input either through an email response or through our regular teacher staff meetings.

Attached to this memo are the documents that have been developed.

- CCSD Standard Certified Teacher Evaluation Self-Assessment
- CCSD Standard Certified Teacher Evaluation Form

The draft CCSD Standard Certified Teacher Evaluation Self-Assessment and CCSD Standard Certified Teacher Evaluation Form were emailed to all CES, CMS, and CHS teachers on March 2, March 29, and April 16 for their input and feedback. CCSD received two responses from the CCSD certified teaching staff from these emails; those emails are included for Board review. Furthermore, CCSD's principals shared the draft documents with teachers during regular staff meetings. Outlined below is the information that was shared with principals during the staff meetings.

CES Teacher Feedback

- Pretty cut and dry
- Evaluation is apparent
- Simplified, preference is to get away from iObservation

CMS Teacher Feedback

- Sec. 14.20.149: Employee Evaluation reads as follows: § a) "A school board shall adopt a certificated employee evaluation system for evaluation and improvement of the performance of the district's teachers and administrators. The evaluation system applies to all the district's certificated employees except the district's superintendent. A school board shall consider information from students, parents, community members, classroom teachers, affected collective bargaining units, and administrators in the design and periodic review of the district's certificated employee evaluation system. An evaluation of a certificated employee under this section must be based on observation of the employee in the employee's workplace."
- A committee process with stakeholder representatives was suggested, so the school board may indeed "consider information from students, parents, community members, classroom teachers, affected collective bargaining units, and administrators."
- More time provided to review the draft presented along with time for process was requested as well.

CHS Teacher Feedback

- General consensus of the high school staff was a thumbs up

Suggested Motion: Move to approve the presented CCSD Standard Certified Teacher Self-Assessment and Evaluation Forms as a 1st reading.