

AR 4115 EVALUATION/SUPERVISION (Certificated Personnel)

Note: Effective July 1, 1997, all boards must adopt a certificated employee evaluation system for the evaluation of teachers and administrators. The evaluation system must apply to all certificated employees except the Superintendents. In designing and periodically reviewing the system, the Board must consider input from students, parents, community members, teachers, administrators, and affected bargaining units. [AS 14.20.149](#)

The District Evaluation Review Committee will ~~be formed in the fall of each year~~ **be formed in the fall of each year** establish its ~~members in the fall of each year~~. The Committee will be chaired through the office of the Superintendent and membership will include:

- 1 Board Representative (**selected by the Board**)
- ~~HR Director~~ **Superintendent or designee**
- ~~1 Director~~ **of Curriculum and Instruction**
- Teachers (**selected by the NSBEA**)
 - ~~2~~ **1** Utqiaġvik representatives
 - ~~4~~ **1** village representatives
- ~~Site administration~~ **1-Principal or Assistant Principal (selected by the NSEAA)**
 - ~~1~~ Utqiaġvik representatives
 - ~~2~~ village representatives

(cf. 2230 – Representative and Deliberative Groups)

Responsibilities:

The Evaluation Review Committee will meet at least once a ~~year~~ **semester** with the following responsibilities:

- ~~Establishing~~ **Review** the District performance standards and evaluation tools for the District's certificated staff;
- ~~Review and~~ **Make recommendations to the Superintendent or designee** regarding the performance standards and evaluation tools for the certificated teachers and principals;
- The Evaluation Review Committee may form work groups as necessary to complete assignments and their recommendations shall be referred to the Committee;
- ~~Upon approval, the~~ **The** Evaluation Review Committee will provide opportunities for comments on the evaluation tool by students, parents, and community members;
- The Evaluation Review Committee will consider ~~the~~ comments **by students, parents, and community members** and **address any concerns** as ~~appropriate~~ prior to presenting recommendations **by students, parents, and community members** to the **Superintendent or designee for presentation to the** School Board for ~~approval~~ consideration.

(cf. 4315 – Evaluation/Supervision)

Legal References:

ALASKA STATUTES

[14.20.149](#) Employee evaluation

ALASKA ADMINISTRATIVE CODE

[4 AAC 19.10-4 AAC 19.060](#) *Evaluation of professional employees*
[4 AAC 04.200](#) *Professional content and performance standards*

Adopted 02/22

Revised __/25