



NORTH SLOPE BOROUGH SCHOOL DISTRICT

MEMORANDUM

TO: Roxanne Brower, President
Members of the School Board

THROUGH: Ronnie Stanford, Interim Superintendent

FROM: Evaluation Committee - Kelly Foster, Nicholas Evans, Tracie Nash, Larry Dale Richesin Mary Cantlin, Trina Wright, Kern Wilson, Elizabeth Hawley, ThanhTam Karasiewicz

DATE: May 1, 2020

SUBJECT: **Teacher Evaluation/Observation Tool** **Memo No. SB20-257**
(Informational Item)

NSBSD Strategic Plan Goal:

- 1.0 Academic Success/Whole Child: All students will reach their intellectual potential and achieve academic success through integrating Inupiaq knowledge systems into the core content areas and focusing on the development of the Whole Child.
- 2.0 Qargi/Community Spirit: Fostering the reclamation and recovery of the responsibility each one of us has for living the Inupiaq values being accountable at the personal and community levels for “walking the talk” embodying the Qargi spirit and commitment to education.
- 3.0 Staff Recruitment & Retention: Strengthen recruitment and retention of highly effective staff and inspire indigenous Inupiaq teachers.
- 4.0 Financial & Operational Stewardship: Effectively employ our operational and financial resources to support our strategic goals and long-term stability of the district.

Issue Summary:

In 2018, a survey was sent to teachers throughout the district asking about their evaluation experiences. The results revealed a great inconsistency between sites; often teachers were never observed teaching or were never evaluated. Many teachers in the district also revealed great dissatisfaction with the Danielson evaluation model.

To address these issues, the Evaluation Committee has developed new documents to standardize and align the evaluation and observation process throughout the District and has identified an online platform, Brightways, to unify this system and increase accountability of administrators and teachers. The Committee is ready to use these documents and platform in a pilot process. These documents and platform will be piloted by a few Principals and Teachers around the District. The piloted documents/process will show if the new documents align with the North Slope Borough School District Strategic Plan and Vision.

Background:

Much like our students, in order for teachers to grow and improve they require useful and constructive feedback. We hope this new evaluation system will provide a framework for administrators across the district to support our teachers to become stronger educators for the children of this community.

The Evaluation Committee started working on and developing a new Evaluation document, observation tools, walk-through form, pre and post forms, and Teacher Evaluation Handbook in 2018. The Evaluation standards were taken from the LKSD evaluation tool and have been adapted to meet the unique needs of our district.

After 2 years of work, the Committee is now ready to pilot the new documents and platform. It will be piloted at Hopson Middle School, Barrow High School and a village site to be determined with tenured teachers.

These Evaluation/Observation documents will align and standardize the evaluation process around the District. The Principals will be able to observe and evaluate Teachers by the same standards. With the implementation of Brightways, teachers will be able to upload documents to provide evidence of their teaching and the standards and facilitate more meaningful conversations between teacher and administrator. This will also hold administrators accountable for meeting the expectations of observations and evaluations.

The Evaluation/Observation process takes place over a school year. This process includes walk-throughs and Formal Observations to be completed between August and March 15 and the evaluation document being completed before May 1. The Evaluation Committee will share the results of the piloted Evaluation process at the end of the 2020-2021 school year.