

Personnel

EVALUATION/SUPERVISION (Certificated Personnel)

AR 4115 (a)

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, or at such time as a Committee is required to be formed~~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 Utqiagvik based representative
 - ~~4~~ 2 Village based representatives
- ~~Site administration~~ 1-Principal or Assistant Principal (selected by the NSEAA)
 - ~~1~~ 1 Utqiagvik representatives
 - ~~2~~ 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~~ Consult with staff and colleagues 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 of the draft evaluation tool by the Superintendent, 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 as appropriate prior to the Superintendent presenting ~~recommendations~~ the final evaluation tool to the School Board for approval.

(cf. 4315 – Evaluation/Supervision)

Legal References:

ALASKA STATUTES

14.20.149 Employee evaluation

Personnel

EVALUATION/SUPERVISION (Certificated Personnel)

AR 4115 (b)

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 11/24](#)