

Kenai Peninsula Borough School District's Implementation of its Teacher Evaluation System

Presentation to Senate Finance DEED Subcommittee
Dr. Steve Atwater, Superintendent

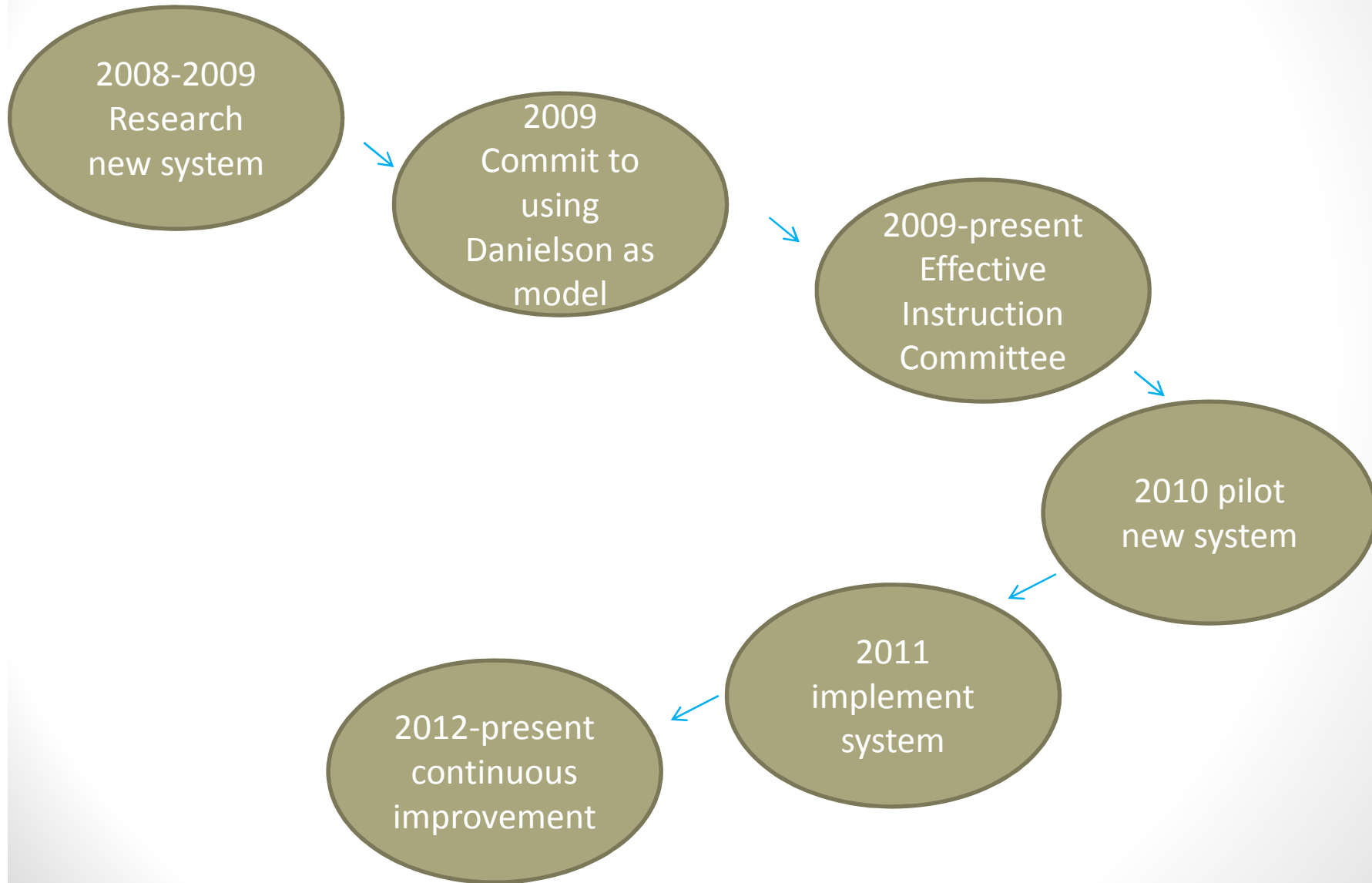
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Key Changes of New Evaluation Regulations

- Culturally responsive educator
- Exemplary, proficient, basic or unsatisfactory
- Reporting (to state) of percentage of certified staff in each performance level
- Student learning data
- inter-rater reliability

KPBSD's Evaluation Journey



Challenges of our new evaluation system

- How to fairly apply the regulations
- Not a one size fits all endeavor (KPBSD has six forms)
- Manpower to make it happen- putting new system in place is a big lift (took us 3 years)
- Training of principals is on-going
- New evaluation process is much more time intensive

The cost of KPBSD's new evaluation system?

- Initial investment (Danielson trainer, committee work) used stimulus funds (\$60,000)
- On-going committee work (approx. \$2,000/year)
- Materials (\$10,000)
- Teachscape – started using this in FY14 (\$20,000/year)

Why our new system is better

- Research based-helping to improve instruction
- Good ownership by staff (close alliance between administration and teachers union)
- Continued training of principals

KPBSD's Next Steps

- Two domains (instruction and student learning)
- Peer evaluation process

Questions or Comments