

TA - [Signature] 3/17/2026
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490 TEACHER EMPLOYEE EVALUATION

- A. Teachers **Employees** will be evaluated in accordance with the District's evaluation procedures adopted by the Board, which meet the requirements of AS 14.20.149.
- B. **Employees shall be notified which evaluation pathway they will be on for the year by October 1, 2026.** ~~The employee evaluation pathway may change after this date, if necessary and in accordance with the District's evaluation procedures.~~ [Signature]
- C. The evaluation must clearly indicate when information other than specific observations by the evaluator has been used and clearly identify the source of the information.
- D. If the purpose of an evaluation conference is to place a **teacher employee** on a Directed Assistance Plan or Plan for Improvement, the **teacher employee** has the right to request Association Representation and shall be given at least forty-eight (48) hours to obtain such representation. No **teacher employee** shall be placed on a Plan for Improvement without: (1) an individual pre-evaluation conference with the evaluator; (2) a minimum of two observations by the evaluator; and (3) a post-evaluation conference after each observation. The areas needing improvement, the program to be followed that shall include expectations, activities and prescribed timelines, the monitoring system, and duration shall be included in the Plan for Improvement.
- E. **Teacher Employees** shall have the right to respond, in writing, to an evaluation.
- F. **If a change in the evaluation procedure is to be considered, the Association President shall be involved. The District shall review the evaluation procedure annually and shall include the Association President as one of the teachers required under AS 14.20.149.**