

AR 6181(h) PRINCIPAL/ADMINISTRATOR EVALUATION

1. The District will designate a qualified evaluator to conduct an evaluation of the charter school principal. The individual conducting the evaluation will meet the requirements of [AS 14.20.149](#) and will utilize the District's administrator evaluation procedures.
2. The evaluator shall ensure that during the evaluation process, the Academic Policy Committee will have the opportunity to provide written information on the performance of the administrator, including the administrator's performance in meeting obligations set forth in school board policy and the charter school contract.
3. A copy of the final evaluation will be provided by the District to the Academic Policy Committee upon request.
4. The District's evaluation of the charter school principal does not preclude additional assessment by the Academic Policy Committee regarding the professional performance of the principal. Any additional assessment should be arranged between the Academic Policy Committee and the principal.
5. Any members of charter school staff (classified or certified) who serve on the Academic Policy Committee shall recuse themselves from any votes, discussions, or other Academic Policy Committee proceedings pertaining to the principal's salary, contract, evaluation, and termination.
6. A copy of any additional assessment conducted by the Academic Policy Committee will be provided by the Academic Policy Committee to the District upon request.
7. Principal-Teacher Evaluation (Dual Roles)

If the charter school administrator performs both administrative and teaching functions, the procedures for evaluation shall be those for a principal/administrator identified above. However, the District administration will determine an appropriate evaluation instrument that must be used for accurate evaluation of both teaching and administrative duties based on District performance standards.

8. Confidentiality of Evaluations

- a. As a matter of Board Policy, the Academic Policy Committee, as a body but not as individual members, has as much access to the contents of the charter school employee personnel evaluations as is allowed under law and applicable bargaining agreements. However, the Academic Policy Committee is neither responsible nor authorized to take personnel actions with respect to any employee other than the Charter School principal. Before receiving any information that is confidential under law or contract, each member of the Academic Policy Committee must sign a confidentiality agreement acknowledging and agreeing to abide by that confidentiality.
- b. Certificated teacher evaluations are confidential and may not be publicly disclosed, including disclosure to members of the Academic Policy Committee, absent a written waiver signed and dated by the employee. The Academic Policy Committee may request that a teacher waive confidentiality so that the evaluation may be shared with the Academic Policy Committee.
- c. The Charter School principal/administrator's evaluation conducted by the District may not be publicly disclosed without the written permission of the principal/administrator but may be shared with the Academic Policy Committee without a waiver.

Anchorage School District