

PERFORMANCE APPRAISAL
EVALUATION OF TEACHERS

DNA
(LOCAL)

PDAS	<p>The annual appraisal of District teachers not eligible for less frequent evaluations shall be in accordance with the Professional Development and Appraisal System (PDAS). The annual appraisal of District teachers shall be in accordance with the Professional Development and Appraisal System (PDAS).</p> <p>The District shall establish an appraisal calendar each year.</p>
LESS-THAN-ANNUAL EVALUATIONS ELIGIBILITY	<p>District teachers shall be appraised annually, except teachers who are eligible for less frequent evaluations in accordance with law and the following local criteria. The eligible teacher shall:</p> <ol style="list-style-type: none">1. Be on an educator term contract;2. Receive at least a proficient rating in the previous year with no deficiencies identified in any area;3. Not be new to the District or had any break in service from the District; and4. Not be new to the campus.
FREQUENCY	<p>Eligible teachers shall be appraised every other year.</p> <p>During any school year when a complete PDAS is not scheduled for an eligible teacher, either the teacher or the principal may require that an appraisal be conducted by providing written notice to the other party.</p>
ALTERNATIVE ANNUAL REVIEW PROCESS	<p>In the years that PDAS is not scheduled for an eligible teacher an annual review process developed by the District or campus-level decision-making committee shall be conducted. the alternative annual review process shall produce a written document to be presented to the teacher, signed by the teacher and supervisor, and maintained in the personnel file.</p> <p>The regular PDAS procedures and requirements shall not apply to the alternative annual review process.</p> <p>The District shall establish an appraisal calendar each year.</p>
SCHEDULE LIMITATIONS	<p>In addition to those days on which observations are prohibited by law [see DNA(LEGAL)], the District shall not schedule observations on the day before and the day after a school holiday, days scheduled for end-of-semester or end-of-year examinations, or days scheduled for state-mandated assessments.</p>
FIRST FORMAL OBSERVATION	<p>First formal classroom observations of teachers shall be scheduled by date and time.</p>
ALTERNATE APPRAISERS	<p>The list of qualified appraisers who may appraise a teacher in place of the teacher's supervisor shall be approved by the Board.</p>

PERFORMANCE APPRAISAL
EVALUATION OF TEACHERS

DNA
(LOCAL)

SECOND FORMAL OBSERVATION APPRAISER	Upon a teacher's request for a second appraiser, the Superintendent or designee shall select the second appraiser from a pre-established roster of trained appraisers.
SCHEDULING	Second appraisals shall be scheduled by date and time.
SCORES	The Board shall ensure that the Superintendent or designee establish procedures regarding how domain scores from first and second appraisals will be used. If a second appraiser is necessary, the score of the primary appraiser shall count 60 percent by domain, and the score of the second appraiser shall count 40 percent by domain.
PROBATIONARY TEACHERS	Written evaluations and other evaluative information need not be considered prior to a decision to terminate a probationary contract at the end of the contract term. [See DFAB(LEGAL)]
EMPLOYMENT DECISIONS	When relevant to decisions regarding term contracts, written evaluations of a teacher's performance, as documented to date, and any other information the administration deems appropriate, shall be considered in decisions affecting contract status.
GRIEVANCES	Complaints regarding teacher appraisal shall be addressed in accordance with DGBA(LOCAL).