

PERFORMANCE APPRAISAL  
EVALUATION OF TEACHERS

DNA  
(LOCAL)

|                              |   |
|------------------------------|---|
| PDAS                         | <p>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>   |
| 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 <del>and the day after</del> a school holiday, days scheduled for end-of-semester or end-of-year examinations, or days scheduled for state-mandated assessments or other standardized tests. <b>Observations shall be allowed on campuses that are excluded from assessment on state mandated testing days.</b></p> |
| FIRST OBSERVATION            | <p>First 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>   |
| SECOND OBSERVATION APPRAISER | <p>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.</p>   |
| SCHEDULING                   | <p>Second appraisals shall be scheduled by date and time.</p>   |
| SCORES                       | <p>The Board shall ensure that the Superintendent or designee establish procedures regarding how domain scores from first and second appraisals will be used.</p>   |
| PROBATIONARY TEACHERS        | <p>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)]</p>  |
| EMPLOYMENT DECISIONS         | <p>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.</p>  |
| GRIEVANCES                   | <p>Complaints regarding teacher appraisal shall be addressed in accordance with DGBA(LOCAL).</p>  |