

# APPROVAL OF PROFESSIONAL DEVELOPMENT AND APPRAISAL SYSTEM (PDAS)

January 25, 2011

## SUMMARY:

This item requests approval of the Professional Development and Appraisal System (PDAS) as the District's teacher evaluation system effective with the 2011-2012 school year.

## BOARD GOAL:

- I. Vision . . . In pursuit of excellence, the district will
  - develop and maintain a culture where learning remains our first priority.
- V. Human Resources . . . In pursuit of excellence, the district will
  - develop and expect a consistently high level of, and respect for, professional performance by all staff.

## PREVIOUS BOARD ACTION:

The current teacher appraisal system, PRIDE, was adopted as the District's teacher evaluation system March 23, 1999.

## BACKGROUND INFORMATION:

- December 14, 2010 - Information presented to the Board regarding the differences between PDAS and PRIDE, including results of a teacher survey allowing teacher's input on the two appraisal systems.
- January 11, 2011 – Presentation at the Board meeting with further information on the teacher appraisal system as well as a follow-up teacher survey and a survey of other districts and their use and choice of appraisal systems.

## SIGNIFICANT ISSUES:

Should the Board approve PDAS as the District's teacher evaluation system, the District would implement a timeline to train all appraisers and classroom teachers.

## FISCAL IMPLICATIONS:

Initial cost would be approximately \$45,000 which will be borne by local funds. Annual costs for training new teachers would be approximately \$10,000.

## BENEFIT OF ACTION:

- Formative Conference is optional
- Teacher expectations are stated via a rubric
- Option to complete observations in small increments that total 45 minutes
- Option to observe teachers on a rotation basis
- Passage will allow ample time for the required training/implementation

## PROCEDURAL AND REPORTING IMPLICATIONS:

Texas school districts are required by law to submit an annual summary of the campus-level evaluation scores from the PDAS.

## PUBLIC COMMENT RECEIVED:

- None

## ALTERNATIVES:

The alternative will be for the District to continue with the PRIDE teacher evaluation system with revisions.

## OTHER COMMENTS:

None

## SUPERINTENDENT'S RECOMMENDATION:

The Board approve the Professional Development and Appraisal System (PDAS) as the District's teacher evaluation system.

## STAFF PERSONS RESPONSIBLE:

Dennis Stephens  
Executive Director of Human Resources

Mary Decker  
Denton ISD PRIDE Consultant

**ATTACHMENT:**

None

**APPROVAL:**

Signature of Staff Member Proposing Recommendation: \_\_\_\_\_

Signature of Divisional Assistant Superintendent: \_\_\_\_\_

Signature of Superintendent: \_\_\_\_\_