

ALTERNATE TASB VERSION

~~LESS THAN ANNUAL
EVALUATIONS
ELIGIBILITY~~
PDAS

~~The annual appraisal of~~ 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:~~

- ~~1. Be on an educator term contract;~~
- ~~2. Be SBEC certified;~~
- ~~3. Work in his or her certification area;~~
- ~~4. Have received a proficient rating for three consecutive years;~~
- ~~5. Have been employed by the District for at least three years;~~
- ~~6. Not be new to the teaching assignment;~~
- ~~7. Not be new to the campus;~~
- ~~8. Not be supervised by a new principal; and~~
- ~~9. Not have indicators rated less than proficient during the previous three years.~~

FREQUENCY

~~Eligible teachers shall be appraised every third year.~~

~~During any school year when a complete~~ the Professional Development and Appraisal System (PDAS) ~~appraisal 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).~~

PDAS

~~The annual appraisal of District teachers not eligible for less frequent evaluations shall be in accordance with the PDAS.~~

The District shall establish an appraisal calendar each year.

FIRST OBSERVATION

First classroom observations of teachers shall be scheduled by date and time.

ALTERNATE
APPRAISERS

The list of qualified appraisers who may appraise a teacher in place of the teacher's supervisor shall be approved by the Board.

SECOND
OBSERVATION

Upon a teacher's request for a second appraiser, the Superintendent or designee shall select the second appraiser from a preestablished roster of trained appraisers.

APPRAISER
SCHEDULING

Second appraisals shall be scheduled within a one-week window.

SCORES

PERFORMANCE APPRAISAL
EVALUATION OF TEACHERS

DNA
(LOCAL)

	<p>The Board shall ensure that the Superintendent or designee establish procedures regarding how domain scores from first and second appraisals will be used. The highest performance rating in domains I-V shall be used to determine the teacher's performance rating.</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>