

Cedar Hill ISD
057904

PERFORMANCE APPRAISAL
EVALUATION OF TEACHERS

DNA (LOCAL)

ANNUAL APPRAISALS

All teachers shall be appraised annually in accordance with the Professional Development and Appraisal System (PDAS)

SCHEDULE
LIMITATIONS

The District shall establish an appraisal calendar each year. 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 or other standardized tests. **The district shall not schedule teacher observations during the week of TAKS benchmarks or six-week assessments.**

FIRST OBSERVATION

First classroom observations of teachers shall be scheduled within a **two-week** window.

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.

SCHEDULING

Second appraisals shall be scheduled within a **two-week** window.

SCORES

The Board shall ensure that the Superintendent or designee establish procedures regarding how domain scores from first and second appraisals will be used.

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.

EXCEPTION

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.

GRIEVANCES

Complaints regarding teacher appraisal shall be addressed in accordance with DGBA (LOCAL).

DATE ISSUED: