

Brackett ISD  
13690

PERFORMANCE APPRAISAL:  
EVALUATION OF TEACHERS

DNA  
(LOCAL)

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PDAS	The annual appraisal of District teachers shall be in accordance with the Professional Development and Appraisal System (PDAS).
	The District shall establish an appraisal calendar each year.
SCHEDULE LIMITATIONS	In addition to those days on which observations are prohibited by law [see DNA (LEGAL)], the District shall not schedule observations on days scheduled for TAAS or other standardized tests.
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 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.
SCORES	The Board shall ensure that the Superintendent or designee establish procedures for regarding how domain scores from first and second appraisals will be used.
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)

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**This online presentation of your district's policy is an electronic representation of TASB's record of the district's currently adopted policy manual. It does not reflect updating activities in progress. The official, authoritative manual is available for inspection in the office of the Superintendent. [See BF (LOCAL) for further information.]**

PERFORMANCE APPRAISAL:  
EVALUATION OF TEACHERS

DNA  
(LOCAL)

LESS-THAN-  
ANNUAL  
EVALUATIONS

**ELIGIBILITY** 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. Not be on a District permit;
4. Be employed by the District for at least three years;
5. Not be new to the teaching assignment; and
6. Not be new to the campus.

**FREQUENCY** Eligible teachers shall be appraised every fifth year.

→ Change to "third" year

During any school year when a complete Professional Development and Appraisal System (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.

**ALTERNATIVE ANNUAL REVIEW PROCESS** In the years that PDAS is not scheduled for an eligible teacher, an annual review process shall consist of a summative conference.

The summative conference shall include a written document to be presented to the teacher, signed by the teacher and supervisor, and maintained in the personnel file.

**PDAS** 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 District shall establish an appraisal calendar each year.

**SCHEDULE LIMITATIONS** In addition to those days on which observations are prohibited by law [see DNA (LEGAL)], the District shall not schedule observations on days scheduled for end-of-semester or end-of-year examinations or days scheduled for state-mandated assessments or other standardized tests.

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

**ALTERNATE** The list of qualified appraisers who may appraise a teacher in place of the