

# **PDAS: Teacher Appraisal**

## **PDAS Advisor Committee**

**Mary Decker, Teacher/Chair**

**Vanessa Arispe, Teacher**

**Barbara Fischer, Principal**

**Robyn Ford, Teacher**

**Greg Hart, Assistant Principal**

**Susannah O'Bara, Principal**

**Kristen Whitley, Teacher**

**Human Resources**

# PDAS: Teacher Appraisal

## Board Policy DNA (Legal)

- ***Frequency:*** “Except as allowed by law, each teacher must be appraised at least once during each school year.”
- ***Exception:*** “A teacher may be appraised less frequently if the teacher agrees in writing and the teacher’s most recent evaluation rated the teacher as at least proficient, or the equivalent, and did not identify any area of deficiency....” “A teacher must be rated as at least proficient for each domain (that is, for all domains) to be eligible for ‘less frequent appraisals’.
- ***District Responsibility:*** The District may stipulate the requirements for “less frequent appraisals”.

# PDAS: Teacher Appraisal

## The PDAS Essentials

- ***Observation*** (formal and planned observation of instruction lesson(s) at least 45 minutes)
- ***Walk-Throughs*** (informal, unannounced, and unplanned classroom visits)
- ***Teacher Self-Report*** (a portion of the PDAS System completed by the teacher)
- ***Cumulative Data*** (data gathered outside of formal observation(s) across the appraisal period)
- ***Second Appraisal*** (as needed and requested by teacher)
- ***Intervention Plan*** (developed by appraiser in consultation with teacher to address a “teacher in need of assistance”)
- ***Summative Annual Appraisal Report***
- ***Summative Annual Conference*** (focused on the written summative report and related data sources)
- ***Appeals*** (in accordance with Policy DGBA (Legal/Local))

# PDAS: Teacher Appraisal

## 2011-2012 PDAS Overview

- Completed the required eight days PDAS training for all campus administrators and other appraisers.
- Completed the required six hours PDAS training for all classroom teachers.
- Appraised all Denton ISD teachers.
- Secured PDAS Training DVDs for on-going campus teacher orientation.
- Maintained campus PDAS Teacher Cadre.\*

*\*At least one teacher representative is selected from each campus.*

# PDAS: Teacher Appraisal

## The PDAS Appraisal Process

The annual appraisal shall include:

- At least one classroom observation;
- Completion of the Teacher Self-Report Form;
- Cumulative data of written documentation collected regarding job-related teacher performance; and
- A written summative annual appraisal report and a summative annual conference.

# PDAS: Teacher Appraisal

## Required Annual Appraisal

- A Formal Observation (45 minutes) is required, if the teacher:
  1. Is on a probationary contract.
  2. Is new to a campus\*.
  3. Is on a campus rated as academically “unacceptable”.
  4. Does not have a rating of “proficient” in all domains for the previous three years of evaluation. (PDAS or PRIDE)
- Summative Report
- Summative Conference

\*If teacher has completed one transition year at the new campus, may be placed on the rotation cycle appraisal the following year.

# PDAS: Teacher Appraisal

## Rotation Cycle Appraisal\*

- **Full PDAS appraisal every other year, if teacher:**
  1. Has three (3) previous consecutive years of at least “Proficient” (PRIDE and PDAS).
  2. Is on a Continuing Contract.
  3. Is **not** new to the campus.
  4. Signs Alternate Appraisal Cycle Agreement.

**\*”Less Frequent Appraisals” The division of teaching staff will be unique to each campus.**

# PDAS: Teacher Appraisal

## Rotation Cycle Components

1. Sign an agreement each year to be placed on alternate appraisal cycle.
2. Must complete all parts of the PDAS Self Report.
3. No summative conference or summative report required.
4. Teacher may be returned to Annual Appraisal Schedule from the Rotation Cycle at anytime appropriate documentation is received of a concern (classroom visit data, conferences with teacher, Intervention Plan, etc.).
  1. If in the first semester, return to Annual Appraisal the same year.
  2. If in the second semester, return to Annual appraisal the follow school year.

*(If removed from the Rotation Cycle Appraisal, teacher must again meet the qualification for alternative appraisal.)*



# PDAS: Teacher Appraisal

## Second Observation and Scores

1. The teacher may request a **Second Appraisal** within ten workdays of receiving a written observation or a written summative annual report.
2. The Superintendent or designee shall select the second appraiser.
3. No summative conference or summative report required.
4. Scores for the second appraisal shall be averaged with scores from the first appraisal, 60 percent weight of the first appraisal and 40 percent weight of the second appraisal.

# PDAS: Teacher Appraisal

## Summative Conference

- Appraisers may invite teachers to waive their summative conference, provided the following is done:
  1. Invitation to waive must be offered 10 days before conference date.
  2. Teacher is provided the completed Summative Report.
  3. Teacher and Appraiser must sign a “hard copy” of Summative Report.

# PDAS: Teacher Appraisal

## Teacher Training\*

- Six (6) hours (PDAS DVD) required of all new teachers to the District.
- Training conducted by campus administrative staff, assisted by the PDAS Teacher Cadre

### **Exception(s):**

Previous Texas teachers may be waived from the 6 hours training if:

- Teacher provides two previous years of PDAS appraisals.
- Teacher signs the PDAS Training Waiver.

*\*All teachers are to receive annual updates on District policies and PDAS procedures.*