

PERFORMANCE APPRAISAL:
EVALUATION OF TEACHERS

DNA
(LOCAL)

PDAS	<p>The annual appraisal of District teachers shall be in accordance with the Professional Development and Appraisal System (PDAS).</p> <p>The District shall establish an appraisal calendar each year.</p>
SCHEDULE LIMITATIONS	<p>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 TAAS or other standardized tests.</p>
FIRST OBSERVATION	<p>First classroom observations of teachers shall be scheduled by date and time.</p>
ALTERNATE APPRAISERS	<p>The list of qualified appraisers who may appraise a teacher in place of the teacher's supervisor shall be approved by the Board.</p>
SECOND OBSERVATION APPRAISER	<p>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.</p>
SCHEDULING	<p>Second appraisals shall be scheduled by date and time.</p>
SCORES	<p>The Board shall ensure that the Superintendent or designee establish procedures regarding how domain scores from first and second appraisals will be used. If a second appraiser is necessary, the score of the primary appraiser shall count 60 percent by domain, and the score of the second appraiser shall count 40 percent by domain.</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

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