



BEEVILLE

INDEPENDENT SCHOOL DISTRICT

INSPIRING BOLD INNOVATIVE LEADERS

DISTRICT-WIDE CALENDAR FOR APPRAISAL OF ALL TEACHERS 2020-2021 Appraisal Calendar

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| <i>Appraisal orientation</i> | Within the first three weeks of school for all teachers |
| <i>Teacher goal setting/professional development plan</i> | September 28, 2020 or within 6 weeks after appraisal orientation |
| <i>Appraisal period</i> | September 14, 2020 thru April 5, 2021 (two weeks after orientation) |
| <i>Formal observations</i> | Unscheduled for a minimum of 45 minutes |
| <i>Teacher self-reflection</i> | Completed by teacher to bring to post-conference summary |
| <i>Post-conference summary</i> | Within 10 working day of observation |
| <i>Second appraisal</i> | A teacher may request within 10 working days after receiving a post-conference summary or end-of-year conference summary with which he/she disagrees |
| <i>Informal observations including coaching summary</i> | April 5, 2021 (Conduct and submit written evidence for at least two documented informal observations for every classroom teacher with coaching summary) |
| <i>Intervention plans</i> | At the discretion of appraiser when rating is "Emergent" |
| <i>End-of-Year Conferences (Including Preliminary Teacher Goal Setting & Professional Development Plans)</i> | May 17, 2021 |
| <i>Consult with HR/Superintendent Regarding Individuals with tenuous status</i> | By January 25, 2021 |
| <i>No observations to be conducted on these dates:</i> | Two weeks after Orientation Friday, November 20, 2020 Friday, December 18, 2020 Friday, March 12, 2021 Any other day scheduled for End-of-Semester Tests, State-Mandated Assessments and other Standardized Test |



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The following persons are approved as teacher appraisers for the 2020-2021 school year:

| <u>School</u> | <u>Teacher Supervisor</u> | <u>Other Appraisers</u> |
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| <i>AC Jones/HPMA</i> | Ann Ewing Benjamin Barris Veronica Alaniz Jay Viertel Cedrick Cunningham | Cedrick Cunningham Veronica Alaniz Benjamin Barris Ann Ewing Jay Viertel |
| <i>Moreno/TJBA</i> | Jaime Rodriguez Diana Kroen Dr. Theresa Molina Klaire DeLeon | Klaire DeLeon Jamie Rodriguez Diana Kroen Dr. Theresa Molina |
| <i>RA Hall</i> | Belinda Aguirre Heather Vasquez Elinor Stracener | Heather Vasquez Elinor Stracener Belinda Aguirre |
| <i>FMC</i> | Anita Taylor Dr. Eloisa Garza Leticia Escamilla | Dr. Eloisa Garza Leticia Escamilla Anita Taylor |
| <i>Hampton-Moreno-Dugat</i> | Annette Sanchez Laura Holder | Laura Holder Annette Sanchez |
| <i>Special Education Central Staff</i> | Rosario Zambrano | Jennifer Hughes Martina Villarreal |

Board approval for these assignments is required. Although "other appraisers" are listed by campus, they are "other appraisers" for the district and could be utilized on other campuses if needed. If a position is vacated, the person filling the position will become the approved appraiser.

Note:

- Second appraisals, if requested, shall be conducted on all domains.
 - First and Second appraisals shall be averaged for a final summative score.
 - Appraisals shall be in accordance with District Policies DNA (LEGAL) and DNA (LOCAL) regarding teachers eligible for less than annual appraisals.
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