

PERFORMANCE APPRAISAL:
EVALUATION OF TEACHERS

PDAS

Except as noted in DNA Legal “ Exception”, 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 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.

FIRST OBSERVATION

First classroom observations of teachers shall be scheduled by date and time.

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.~~

Alternate Appraisers shall be all principals and assistant principals who are Instructional Leadership Development and PDAS trained and have a minimum of three years of experience as a campus administrator in Keller ISD.

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.

SCHEDULING

Second appraisals shall be scheduled by date and time.

SCORES

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.

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).