

PERFORMANCE APPRAISAL
EVALUATION OF TEACHERS

DNA
(LOCAL)

PDAS	<p>The annual appraisal of District teachers not eligible for less frequent evaluations shall be in accordance with the Professional Development and Appraisal System (PDAS).</p> <p>The District shall establish an appraisal calendar each year.</p>
LESS-THAN-ANNUAL EVALUATIONS	<p>Eligible teachers shall be appraised every other year.</p> <p>Teachers who waive their appraisal shall still complete the Teacher Self-Report (TSR) Part I, II, and III and attend a summative conference.</p> <p>During any school year when a complete PDAS is not scheduled for an eligible teacher, either the teacher or the principal may require that a full PDAS appraisal be conducted by providing written notice to the other party.</p>
ALTERNATIVE ANNUAL REVIEW PROCESS	In the years that PDAS is not scheduled for an eligible teacher, the alternative annual review process shall produce a written document to be presented to the teacher, signed by the teacher and supervisor, and maintained in the personnel file.
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 state-mandated assessments.</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>

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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).