

PERFORMANCE APPRAISAL:
EVALUATION OF TEACHERS

DNA
(LOCAL)

PDAS	The annual appraisal of District teachers shall be in accordance with the Professional Development and Appraisal System (PDAS).
SCHEDULE LIMITATIONS	<p>The District shall establish an appraisal calendar each year.</p> <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. (See DNA (LOCAL) Administrative Regulation)</p>
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. (See DNA (LOCAL) Administrative Regulation)
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. (See DNA (LOCAL) Administrative Regulation)
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).