

PERFORMANCE APPRAISAL  
EVALUATION OF TEACHERS

DNA  
(LOCAL)

PILOT	The formal appraisal of District teachers and principals shall be in accordance with the alternate program, Texas Education Agency Pilot Educator Appraisal Project.
GENERAL REQUIREMENTS	District teachers shall be appraised annually. Components of the appraisal process, such as classroom observations and walk-throughs, shall be conducted more frequently as necessary to ensure that teachers receive appropriate guidance.  The District shall establish an appraisal calendar each year.
FORMAL OBSERVATION	The formal observation for a teacher's appraisal shall be scheduled within a two-week window.
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.
SECOND APPRAISAL	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.  The formal observation for a second appraisal shall be scheduled within a two-week window.
SCORES	The Board shall ensure that the Superintendent or designee establishes procedures regarding how domain scores from first and second appraisals will be used.
GRIEVANCES	Complaints regarding teacher appraisal shall be addressed in accordance with DGBA(LOCAL).