

Executive Summary
Prepared for the Board of Trustees Meeting
December 14, 2010
Teacher Evaluation for 2011 - 2012

Board Goal:

- I. **Vision ...In pursuit of excellence, the district will**
 - develop and maintain a culture where learning remains our first priority

- V. **Human Resources...In pursuit of excellence, the district will**
 - develop and expect a consistently high level of, and respect for, professional performance by all staff

Purpose of Report:

The purpose of the report is to provide the Denton I.S.D. Board of Trustees with information regarding changes to teacher evaluation for the 2011 – 12 school year.

Objectives:

Discuss evolution of PRIDE as the Denton ISD teacher appraisal system.

Review of educational research since development of PRIDE.

Outline the work of the Appraisal Cadre.

- Appraisal Cadre established and revision process begins.
- Through development of cadre non-negotiables, it was determined that PRIDE no longer aligned with district goals and most current educational research.
- A meeting was held with Deputy Superintendent and Human Resources to discuss future direction.
- Determination was made to provide pro/con information to all staff impacted by teacher evaluation.
- PRIDE or PDAS video presented to all impacted personnel, beginning with all leadership groups (Superintendent's Cabinet, TCC, EIC, Pride Cadre, District Administrators).
- Survey was available for staff input.
- Data has been disaggregated for Appraisal Cadre, Superintendent's Cabinet, and DISD School Board.

Operational Impact

The information provided by this report will give the Denton ISD Trustees an understanding of current options for teacher appraisal.

Financial Impact:

- PRIDE requires an annual contract with Eduphoria of \$33,900 for customized program.
- Each phone technical support call is at an additional.

- Training for revised PRIDE will be designed by DISD, Spring 2011
- Revised PRIDE training will be implemented Fall 2011 during Professional Development time.

- PDAS requires a contract with Eduphoria; however, we already own the program and there will be no additional cost in order to use it.
- PDAS training will be contracted by Region XI Educational Service Center (see attached training options available and expense)
- Administrative PDAS training will take place Spring 2011.
- Teacher PDAS training will take place Fall 2011 during Professional Development time.

Results

This information will assist the Board of Trustees in making a decision regarding the 2011-12 teacher appraisal system for Denton ISD.

Other Options

NA