

PERFORMANCE APPRAISAL
EVALUATION OF TEACHERS

DNA
(LOCAL)

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| PDAS | <p>The annual appraisal of District teachers shall be in accordance with the Professional Development and Appraisal System (PDAS).</p> <p>The District shall establish an appraisal calendar each year.</p> |
| FIRST OBSERVATION | <p>First classroom observations of teachers shall be scheduled within a one-week window.</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 within a one-week window.</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.</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> |
| EMPLOYMENT DECISIONS | <p>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.</p> |
| GRIEVANCES | <p>Complaints regarding teacher appraisal shall be addressed in accordance with DGBA(LOCAL).</p> |