

PERFORMANCE APPRAISAL  
EVALUATION OF TEACHERS

DNA  
(LOCAL)

~~PROFESSIONAL  
DEVELOPMENT AND  
APPRAISAL SYSTEM  
(PDAS)~~

~~The appraisal of District teachers shall be in accordance with the Professional Development and Appraisal System (PDAS), on an annual basis, in accordance with legal requirements.~~

~~LESS THAN-  
ANNUAL  
EVALUATIONS~~

~~However, District teachers who are employed under continuing contracts and meet the statutory criteria for less than annual appraisals [see DNA(LEGAL)] shall be evaluated every third year.~~

~~OBSERVATIONS  
AND WALK-  
THROUGH  
OBSERVATIONS~~

~~An exemption from evaluation does not restrict a principal or other administrator from observing the teacher's performance or conducting walk through observations of the teachers classes.~~

~~LENGTH OF  
WAIVERS~~

~~Teachers who meet the identified criteria as listed under "LESS THAN ANNUAL EVALUATIONS" shall be eligible for a two-year appraisal waiver and shall have a PDAS appraisal at least once during each three-year period.~~

~~REINSTATEMENT  
OF PDAS  
APPRAISAL~~

~~During any school year when a complete Professional Development and Appraisal System (PDAS) is not scheduled for a teacher on a less than annual appraisal schedule, either the teacher or the principal may require that an appraisal be conducted by providing written notice to the other party. [See DNA(REGULATION)]~~

~~APPRAISAL  
CALENDAR~~

~~The District shall establish an appraisal calendar each year.~~

~~SCHEDULE  
LIMITATIONS~~

~~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 or other standardized tests.~~

~~OBSERVATIONS~~

~~Formal observations of teachers using the PDAS shall be scheduled. The appraiser shall notify the teacher of a five working day window during which the formal observation will be conducted and shall give 24 hours' notice prior to the observation itself. This also applies to second observations requested by teachers who disagree with the annual written observation report.~~

~~If both the appraiser and the teacher have agreed to the segmented 45 minute observation, then the appraiser shall notify the teacher of a five working day window during which the first formal observation will be conducted and shall give 24 hours' notice prior to the first observation segment. An additional observation(s) segment(s) shall be scheduled by mutual consent or an additional five working day window will again be provided along with another 24 hours' notice, as was previously provided prior to the first observation.~~

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~~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  
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.~~

~~SCORES~~

~~The Superintendent or designee shall establish procedures regarding how domain scores from first and second appraisals will be used.~~

~~GRIEVANCES~~

~~Complaints regarding teacher appraisals shall be addressed in accordance with DCBA(LOCAL).~~

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**NOTE:** THE BOARD HAS ADOPTED AN INNOVATION PLAN WAIVING ALL OR A PORTION OF STATE LAW. THE DISTRICT'S INNOVATION PLAN MAY BE FOUND AT [HTTP://WWW.EPID.ORG/COMMUNITY/DOCS/LIC/FINAL\\_LOCAL\\_INNOVATION\\_PLAN\\_05-17-16.PDF](http://www.episd.org/community/docs/lic/final_local_innovation_plan_05-17-16.pdf). THIS LOCAL POLICY HAS BEEN REVISED TO REPLACE STATE LAW WAIVED BY THE DISTRICT'S INNOVATION PLAN.

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APPRAISAL SYSTEM

THE DISTRICT HAS WAIVED PROVISIONS IN STATE LAW REGARDING THE APPRAISAL OF TEACHERS, TO THE EXTENT THAT STATE STANDARDIZED TEST (STATE-MANDATED ASSESSMENT) SCORES BE USED AS A ONE OF THE EVALUATION MEASURES FOR TEACHERS.

LOCAL APPRAISAL  
PROCESS

THE DISTRICT SHALL APPRAISE TEACHERS ANNUALLY USING A LOCAL APPRAISAL PROCESS AND EVALUATION CRITERIA DEVELOPED IN ACCORDANCE ESTABLISHED DISTRICT STANDARDS AND ADMINISTRATIVE REGULATIONS.