



As we move into the school year, the next big speed bump is the Professional Development and Appraisal System (PDAS) cycle. Already, I am getting calls and concerns. I am going to talk about some key dates, and then some points of law and policy you need to be aware of.

September 12<sup>th</sup> 2014 – If being evaluated, you **MUST** know be told your evaluator’s name. Per EPISD Policy DNA(REGULATION), “the principal **will** inform each teacher in writing prior to the beginning of the appraisal period as to the person who has been designated as the primary appraiser”.

September 16<sup>th</sup> 2014 – Appraisal Period begins.

May 18<sup>th</sup> 2015 – Last day of Appraisal Period.

No formal Observations Allowed: 10 November; 21 November; 19 December; 16 January, 6 March, and 2 April.

## **Who gets observed and appraised?**

**Probationary Contract Teachers:** Per EPISD Policy DNA(LOCAL) - Annually.

**Term Contract Teachers:** Per EPISD Policy DNA(LOCAL) - Annually.

**Continuing Contract Teachers:** “Per EPISD Policy DNA(LOCAL) District teachers who are employed under continuing contracts and meet the statutory criteria for less-than-annual appraisals **shall** be evaluated every third year.” Two Comments:

If you were evaluated in 2012-2013 or 2013-2014, and are not on a growth plan, you meet the criteria.

**Shall** is a nondiscretionary word. Unless you disqualify yourself, your principal can not withhold the waiver. They can still conduct walk-through observations at their discretion. However, 10 walk-throughs a week is both disruptive and excessive and you need to the Federation.

## **Who observes and appraises?**

The Principal must observe:

All teachers who are first-year probationary contract teachers;

All continuing contract teachers in danger of being recommended for return to probationary contract status

Any teacher who has a professional growth or intervention plan in place prior to the beginning of the appraisal period.

For all others not on waiver, the principal may designate an assistant principal to be the primary appraiser for any of the other teachers on the campus.

Fellow teachers and Academic Coaches who are PDAS certified can NOT evaluate teachers on their own campus.

## **Who gets notified and when?**

Per EPISD Policy DNA(LOCAL), the 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

The appraiser shall give 24 hours' notice prior to the observation itself.

## **What if you get a 'bad' appraisal?**

**Contact Marlene or Gale or Ross at the Federation IMMEDIATELY. 562-3738.**

