



## *Gunter Independent School District*

### **PDAS APPRAISALS**

Gunter I.S.D has developed an evaluation process that teachers may choose to participate in. Qualifying teachers who opt to participate in this alternative to the traditional Texas PDAS will sign a waiver stating their intent and commitment to this three-year cycle.

The purpose of this evaluation process is to support meaningful teacher professional growth, foster an honest dialogue between the teacher and the evaluator, and encourage teacher ownership in the evaluation process. The evaluation cycle consists of three components: the traditional PDAS, a Professional Development Plan (PDP), and walk-throughs.

Some teachers will automatically continue the Texas PDAS.

Those include:

- \*All probationary teachers.
- \*All experienced teachers who have not completed two years at GISD.
- \*Any teacher who received any rating less than proficient in any criteria the previous year.
- \*Any teacher that refuses the PDAS waiver.

### ***The Evaluation Cycles:***

- \*\*Cycle 1 (Approximately 1/3 of the Teachers) - PDAS
- \*\*Cycle 2 (Approximately 1/3 of the Teachers) – Principal will determine activity for all cycle 2 participants
- \*\*Cycle 3 (Approximately 1/3 of the Teachers) – Informal Walk Throughs

Informal Walk Throughs will be conducted with all cycles

Every teacher in the **cycle I** will complete Section I of the Teacher Self-Report Form, which shall be presented to the principal within the first three weeks after the PDAS orientation. This form is due on **September 9<sup>th</sup>**.

\*Every teacher in **cycle I** will complete Section I revisions if necessary, and complete Sections II and III of the Teacher Self-Report Form that shall be presented to the principal at least two weeks prior to the annual summative conference. **Due on May 4th**

Every teacher in **cycle II** will adhere to what the principal of each campus develops. Each principal will meet with all cycle II participants the first week of in-service to communicate expectations for the upcoming year and the cycle II requirements.



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\*Cumulative data of written documentation collected regarding job-related teacher performance, in addition to the formal classroom observation, will be included.

\*A written summative annual appraisal report and annual conference will be included.

\*No formal observations will be made proceeding any official school holiday.

Informal Walk -Throughs will be conducted within any or all the cycles:

<b>2011-2012</b>	<b>Appraisal Calendar</b>
September 9, 2011	Section 1 of Teacher Self Report Due
September 12, 2011	First Day of Appraisal Period
March 9, 2012	Recommendations for contract renewals
May 4, 2012	Teacher Self – Report Due (Part II & III)
May 21 – 25 <sup>th</sup> , 2012	Summative Conferences