

PERFORMANCE APPRAISAL
EVALUATION OF TEACHERS

DNA
(LOCAL)

**Local Appraisal
Process**

The District shall appraise teachers using a local appraisal process and evaluation criteria developed in accordance with law and administrative regulations.

Annual Appraisal

District teachers shall be appraised annually.

Exception

Teachers who are eligible for less-frequent evaluations in accordance with law [see DNA(LEGAL)] and the local criteria established in this policy shall be appraised in accordance with the provisions below.

Less-Than-Annual
Eligibility

In addition to meeting the eligibility requirements in state rules, to be eligible for less-than-annual evaluations under the District's local appraisal system, a teacher shall:

1. Be employed on an educator term or continuing contract;
2. Hold SBEC certification;
3. Have been employed by the District for at least two years;
and
4. Have earned one of the two highest Teacher Incentive Allotment (TIA) designations. received ratings of at least "proficient" in most dimensions, with no more than one dimension rated as "developing" in each domain, for Domains I-IV, on the most recent full appraisal; and
- ~~5. Have not received a rating of "improvement needed" on any area in any of the 16 dimensions on the most recent full appraisal.~~

Frequency

Eligible teachers shall be appraised every three years.

During any school year when a complete appraisal is not scheduled for an eligible teacher, either the teacher or the principal may require that an appraisal be conducted by providing written notice to the other party.

A teacher's supervisor shall have the authority to return a teacher to the traditional appraisal cycle as a result of performance deficiencies documented in accordance with state rule.

*Annual Review
Process*

In the years in which an appraisal is not scheduled for an eligible teacher, he or she shall follow the procedures outlined in the District's local appraisal system.

The annual review process shall produce a written document to be presented to the teacher, signed by the teacher and supervisor, and maintained in the personnel file.