

PDAS Appraisal Review

- Mutual consent is required for observations in shorter time segments that add up to 45 minutes.
- Observations for all appraisals are unannounced.
- All parts of the TSR must be completed within established deadlines.
- Any documentation used in the appraisal must be provided in writing to the teacher within 10 working days of the appraiser's awareness of the occurrence.
- The annual summative report must be provided to the teacher at least 5 working days before the summative conference.
- The summative conference may be waived in writing by the teacher only.
- Written rebuttals must be submitted within 10 working days after receiving written documentation associated with the appraisal or after the annual summative appraisal report. Rebuttals become part of the official file, but neither mandate any further action nor a change in the appraisal document.
- An intervention plan may be developed at any time at the discretion of the certified appraiser when documentation exists that would potentially produce a rating below Proficient.
- Second appraisals must be requested within 10 working days of the written observation summary or the annual summative appraisal report.
- Teachers on a Probationary contract must be appraised on PDAS.
- It is the appraiser's decision to place a teacher on the 3-year rotation cycle or LCA, and the principal's sole decision to revert to PDAS at any time.
- Participating in either the PDAS rotation or the LCA process requires Proficient or above on each Domain on the previous year's PDAS appraisal.
- PDAS policies are located in *Policy Online*. (Search PDAS.)

Plano ISD

TEACHER APPRAISAL CALENDAR

2011-2012 School Year

Pre-Service Orientation	July 29 through August 9, 2011
Appraisal Year	Monday, August 22, 2011 through Friday, June 1, 2012
TSR Section I	No later than September 9, 2011
Observations	Monday, September 12, 2011 through Thursday, May 3, 2012
Summative Conferences	No later than May 11, 2012 May be waived in writing by TEACHER, not Appraiser
No formal observations may be conducted on the days listed.	October 20-21, 2011 November 22, 2011 December 13-16, 2011 January 13, 2012 February 17, 2012 March 9, 2012 April 5, 2012
Review and testing days.	No formal observations may be held on semester review days, exam days, or on days scheduled for TAKS or other standardized tests. (DNA Local)
TSR Sections II & III	At least two weeks prior to Summative Conference, but no later than April 26, 2012
Summative Conferences	Completed by May 11, 2012