

Quinlan I.S.D.

Professional Development & Appraisal System

2009-2010

Appraisal Calendar:

The appraisal calendar shall:

- exclude observations in the three weeks following the day of completion of the PDAS orientation in the school years when an orientation is required as described in Commissioner's Rules 150.1007.
- exclude observations in the three weeks following the day of completion of the PDAS orientation for teachers new to the PDAS as described in Commissioners Rules 150.1007.
- exclude observations in the first three weeks of instruction in the school years when the PDAS orientation is not required pursuant to Commissioner's Rules 150.1007.
- prohibit observations on the last day of instruction and before any official school holiday.
- ensure that summative annual conferences end no later than fifteen working days prior to the last day of instruction.

Q.I.S.D. Appraisers:

Chris Taylor
John Michael Milton
Jackie Cooper
Michael Tull
Kell Clopton
Amy Griffin
Jack Seawright
Juan Solis
Brian Kinsworthy
Gary Pamplin
Gary McNeil
Sherry McIlwain
Sue Boone
Gail McDaniel
Debra Crosby

Teacher Response and Appeals:

- A teacher may submit a written response or rebuttal at the following times:
 - after receiving a written observation summary, or any other written documentation associated with the teacher's appraisal; and / or
 - after receiving a written annual summative report.

- Any written response or rebuttal must be submitted within 10 working days of receiving a written observation summary, a written annual summative report, or any other written documentation associated with the teacher's appraisal. At the discretion of the appraiser, the time period may be extended to 15 working days.

- A teacher may request a second appraisal by another appraiser at the following times:
 - after receiving a written observation summary with which the teacher disagrees: and / or
 - after receiving a written annual summative report with which the teacher disagrees.

- The second appraisal must be requested within 10 working days of receiving a written observation summary or a written annual summative report. At the discretion of the appraiser, the time period may be extended to 15 working days.

- A teacher may be given advance notice of the date or time of a second appraisal, but advance notice is not required.

- The second appraiser shall appraise the teacher in all domains. The second appraiser shall make observations and walk-throughs as necessary to evaluate Domains I through V. The second appraiser shall use the Teacher Self-Report Form and cumulative data from the first appraisal to evaluate Domains VI through VIII. Cumulative data may also be used by the second appraiser to evaluate other domains.
 - A second appraiser will be assigned from the list of QISD appraisers. Requests for a particular appraiser will be considered.
 - The two appraisals will be combined with each counting 50%.