

PERFORMANCE APPRAISAL  
EVALUATION OF TEACHERS

REQUESTS

A teacher may request a second appraisal by another certified appraiser after receiving a written observation summary and/or a written summative annual appraisal report [Education Code 21.352©; 19TAC 150.1005©].

Upon a teacher's request for a second appraisal, the Superintendent or designee shall select the second appraiser from a pre-established roster of training appraisers [DNA (Local)].

PROCEDURES

1. The superintendent or designee will assign the second appraiser [(Local)].
2. The second appraiser will contact the teacher and schedule the second appraisal within a 2 week window [DNA (Local)].
3. Upon completion of the appraisal, the first appraiser and second appraiser will meet with the teacher to review second appraisal score and combined scores of first and second appraisals.
4. The first appraiser will be responsible for the development of a growth plan if needed [DNA (Legal)].

SCORING

First appraisal will account for 60% of the total combined scores per domain. The second appraisal will account for the remaining 40% per domain.

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**FIRST AND SECOND APPRAISAL SUMMARY**

	_____ Appraiser 1	_____ Appraiser 2	
Domain I	_____ (60%)	_____ (40%)	Total _____
20 to 25	Exceeds Expectations		
12 to 19	Proficient		
4 to 11	Below Expectations		
0 to 3	Unsatisfactory		
Domain II	_____ (60%)	_____ (40%)	Total _____
37 to 45	Exceeds Expectations		
23 to 36	Proficient		
7 to 22	Below Expectations		
0 to 6	Unsatisfactory		
Domain III	_____ (60%)	_____ (40%)	Total _____
25 to 30	Exceeds Expectations		
15 to 24	Proficient		
5 to 14	Below Expectations		
0 to 4	Unsatisfactory		
Domain IV	_____ (60%)	_____ (40%)	Total _____
35 to 40	Exceeds Expectations		
20 to 33	Proficient		
6 to 19	Below Expectations		
0 to 5	Unsatisfactory		