garding teacher appraisal systems used by local education agencies (LEAs) since September 7, 2010. As of this date, 1 î ð ì

EAs have
reported, and 6 have not yet submitted data. Of those reporting, 1 indicate that they use the Commissioner recommended system for Texas teacher appraisal, the Professional Development Appraisal System (PDAS). Approximately 12%, or 134 reporting LEAs, indicate that they currently use a locally developed alternative teacher appraisal system.

In accordance with the Texas Administrative Code, Commissioner's Rules Concerning Educator Appraisal Subchapter AA. Teacher Appraisal, section 150.1009, any alternative appraisal system to PDAS must be developed and supported by locally adopted policy and procedures, and by the processes outlined in Texas Education Code (TEC), §21.352. o o š Z Œ À o µ š] } v š } } o • µ • ‰ Œ (} Œ u v } (š Z Œ • u µ • š] v o µ • š µ v š Z] À u v š } µ š } u • } Œ • š µ v š P Œ } Á š Z š • v o u v š } (š Z À o µ š] } v Œ] š Œ] }

Each LEA that reported using an alternative to PDAS has submitted a brief description of that appraisal design (see summary document). ESC XIII will conduct additional data collection throughout the 2010-2011 school year and will, at the direction of the Agency, further examine the specific characteristics of the locally approved alternative appraisal systems currently in use across the state.

Region	District	CDC Nbr	Respondant	System	System Description
10	ADVANTAGE ACADEMY	057806	A. McDonald	Created by District	We use a variety of items, including, formal observations, TAKS scores, Monitoring checklist, etc.
10	ALPHA CHARTER SCHOOL	057832	Dr. Charles H. York	Preliminary / Final Observation Report	Preliminary given at start of school year, Final Observation at the end of the school year. It is a point system, 1. Instructional Strategies 2. Classroom Management 3.Presentation of Subject Matter 4. Learning Environment 5. Professional Responsibilities
18	ANDREWS ISD	002901	Randy D. Baiza	Texas Teacher Appraisal System (TTAS) & PDAS	Instrument used in Texas prior to PDAS. Approved by the Board of Trustees. Domain VIII from PDAS was added to incorporate TAKS student outcomes.
13	AUSTIN CAN ACADEMY CHARTER SCHOOL	227818			We conduct classroom walkthroughs and do not conduct a formal
wel	in use.	since September 14, 2010 by the Commissioner of Education.			

20 BIG SPRINGS CHARTER SCHOOL 193801

2	CORPUS CHRISTI MONTESSORI SCHOOL	178807	Sylvia D. Gaertner	American Montessori School Appraisal System	The competencies expected of Montessori teachers are defined in the MACTE Accreditation Handbook. Teachers are assessed through a Self-Evaluation Form, a Goal Setting Form, and an Observer Evaluation Form. Evaluation takes place daily.
11	CROSSTIMBERS ACADEMY	184801	James Michael Thames	locally developed/locally adopted	Our locally developed and adopted appraisal instrument was developed to address the evaluation of our unique teaching/learning environment following the guidelines set forth in our Charter contract.
4	CYPRESSFAIRBANKS ISD	101907	Teresa Hull	CFPDAS	The CFPAS has only a slight modification from PDAS. Our district has added a requirement to complete 25 hours of off-contract professional development in order to score exceeds expectations.""
10	DALLAS CAN ACADEMY CHARTER	057804	Christine Ortiz	n/a	We conduct classroom walkthroughs and do not conduct a formal teacher appraisal.
10	DALLAS COMMUNITY CHARTER SCHOOL	057805	Tom Loewt97 >>BDC >BDC 217 0r0(S)4(C)y13eeds expe95C/T r0 4.217 0 0.004 T6y9c 0.0t1 0.004 Tc -0.09u0t1 (u)-10.09u0t1 0T-3(u)-(I)3(T)		

4	GOOSE CREEK CISD	101911	Susan Moore-Fontenot, Director of Personnel	PDAS	PDAS is used on all but six teachers in the district. My original submission had PDAS; therefore, I am resending this explanation. Because of moving to Eduphoria PDAS, all but six teachers elected to use PDAS instead of the local system, GCPDAS.
9	GRAHAM ISD	252901	Reagan Rees	GISD Local Teacher Appraisal System	

13	HARMONY SCIENCE ACADEMY AUSTIN	227816	Ramazan Coskuner	Harmony PDAS	http://apps.esc13.net/edapp/public/uploads/948d613f7a3816c656eabacb523ead7b_Appraisal System.pdf
6	HEARNE ISD	198905	Jackie Kowalski	PDAS for PreK & HS & TAP's Teacher Evaluation	The Teacher Advancement Program's (TAP) Teacher Evaluation and

4	JAMIES HOUSE CHARTER SCHOOL	101822	Dr. David Jones	Teacher Observation Report	Formative and summative evaluation software designed to calculate and average two formative and one summative evaluations along with evaluator's comments
10	JEAN MASSIEU ACADEMY	057819	Katherine E. Johnson	Jean Massieu Academy Teacher Appraisal	PDAS based appraisal system which includes an additional category for American Sign Language proficiency.
20	JOHN H WOOD JR PUBLIC CHARTER DISTRICT	015808	Jennifer Rower	PBL (Process Based Leadership)-Employee Scorecard	This system allows our employees and their supervisors to create measurable expectations onto the PBL system. We incorporate many aspects of an employees job requirements and tie them to our district scorecard and campus scorecards.
13	KATHERINE ANNE PORTER SCHOOL	105801	Jordan Pierce	TxBess Texas Beginning Educator Support System	Teacher is observed and rated in regards to their performance in the following responsibilities: Instruction, Assessment, Learning Environment, Communications, and Professionalism. Feedback is provided.
20	KIPP ASPIRE ACADEMY	015826	Mark Wesley Larson	Locally developed	We use an appraisal system involving teacher observations, peer feedback, supervisor feedback and student feedback.
13	KIPP AUSTIN PUBLIC SCHOOLS INC	227820	Steven J Epstein	KIPP Austin Public Schools Performance Management	We use a system where teachers are evaluated at mid-year and end-of- year on achieving functional goals and performance based on our teacher rubric.
4	KLEIN ISD	101915	Susan Green	KPDAS	See attachment
19	LA FE PREPARATORY SCHOOL	071807	Karina Schulte	La Fe Preparatory Evaluation	Very similar to PDAS, but has been tailored to suit our particular campus needs.
10	LANCASTER ISD	057913	Pamela R. Carroll	PDAS @3 campuses &TAP Instructional Rubric@7	Our district is in the process of becoming a TAP district. 3 schools still use pads for this year but all will use the TAP Instructional Rubric for 2011-2012
13	LEANDER ISD	246913	Dina Edgar	Leander ISD Teacher Evaluation Instrument	The instrument consists of 3 main parts: (1) 16 indicators divided into 4 standards (2) written feedback form (3)teacher evaluation rubric
13	LLANO ISD	150901	Tim Glover	Llano ISD Teacher Appraisal System	Teachers receive 2 20 minute appraisals along with a minimum of 4 walkthrough each school year. The campus principals complete a summative evaluation form before March 1.

13	LOCKHART ISD	028902	Jessica Neyman	Lockhart Teacher Appraisal Process (LTAP")"	The annual appraisal of Lockhart ISD teachers shall be in accordance with a local teacher appraisal system written in compliance with statutory provisions and commissioner's rules. The LTAP is LISD's locally developed plan.
12	LORENA ISD	161907	Sandra Talbert	Locally Developed Appraisal System	Locally developed system is easier to use and understand. Observation includes 5 domains: effective learning environment, effective instructional strategies, student learning and engagement, behavioral management, and effective assessment and feedback.
10	LOVEJOY ISD	043919	Dennis Muizers	Lovejoy Appraisal Tool Professional Growth & Develop	The LATPG&D has two parts. One is a teacher self-report section and the other is based on administrator observation and evalua Our indicators include instructional practices, professional development, and collaborative planning expectations.
20	LYTLE ISD	007904	Jimmy Gouard	Teacher Advancement Program	The Teacher Advancement Program (TAP) uses an extensive rubric that includes Designing and Planning instruction, the Learning environment, Instruction, and responsibilities. Each area is measured by 3 observations for each teacher per year.
4	MAINLAND PREPARATORY ACADEMY	084801	Diane Y. Merchant	Mainland Preparatory Academy Evaluation Document	The appraisal system we used is basically the same as the PDA
4	MEDICAL CENTER CHARTER SCHOOL	101801	Margot T. Heard	In house	0-5 point rating of Environment, Planning and Records, Classroom Management, Lesson Presentation, Administrative.
4	MEYERPARK ELEMENTARY	101855	Julia Hutcherson	Modified PDAS	Domain I, II, III, IV, V
5	NEDERLAND ISD	123905	Stuart Kieschnick	Nederland Teacher Appraisal System	Nederland Teacher Appraisal System is a locally developed plan to appraise teachers and was written in compliance with statutory provisions and Commissioner's rules. See attached.
13	NIXONSMILEY CISD	089903	Linda C. Parks	NSCISD Successful Schools	Our appraisal system is based on clinical supervision. We use(preconferences, (2) data gathering through walk-throughs, observations , (3)post conferences, and (4) year end summaries with staff.

10	NORTH HILLS PREPARATORY SCHOOL	057803	John O Stover III	Uplift Education Performance Review Tool	Rubric based review based on desired teacher actions.
10	NOVA ACADEMY	057809	Janice Foster	Professional Evaluation Appraisal Summary	The Professional Appraisal Instrument assesses teacher proficiencies for learner centered schools, as described by the State of Texas using eight required domains
10	NOVA ACADEMY SOUTHEAST	057827	Cynthia Peters	Professional Evaluation Appraisal Summary	The Professional Appraisal Instrument assesses teacher proficiencies for learner centered schools, as described by the State of Texas using eight required domains.
13	NYOS CHARTER SCHOOL	227804	Kathleen Zimmermann	NYOS Professional Development and Appraisal System	See document attached.
4	ODYSSEY ACADEMY INC	084802	Jennifer Goodman	Walkthrough 360 and Goal Setting	At the beginning of the school year, teachers set annual goals a work to meet those goals. We have quarterly meetings to discuss progress and the multiple walk throughs that have been conducted and documented.
12	ORENDA CHARTER SCHOOL	014804	Linda Kelly	Locally developed performance evaluation	Performance based on job description for each position in the district
7	PANOLA CHARTER SCHOOL	183801	mark Thornton	Panola Charter School appraisal system	Locally developed PDAS
11	PARADIGM ACCELERATED CHART SCHOOL	072801	Vicky E. Cavitt	Employee Performance Review	1-10 Scale of Responsibility, Task. or Criteria / Not similar to PD Created by Dr. Ron Johnson
10	PEGASUS SCHOOL OF LIBERAL ARTS AND SCIENCES	057802	Frances J. Teran	Pegasus Appraisal System	The Pegasus Appraisal System was designed and developed to appraise teachers on the elements of the Pegasus Liberal Arts & Sciences Model as well as traditional teacher performance standards. This model includes knowledge of and commitment to the Mission.
10	PHOENIX CHARTER SCHOOL	116801	Jennifer Dawson	Phoenix Charter School Teacher Appraisal System	The Phoenix Charter School Teacher Appraisal System combines the domains required with the charter's requirements. Teachers are appraised based on their compliance with the domains as well as the additional charter expectations.

5	PORT NECHESGROVES ISD	123908	Mike Gonzales	Port Neches-Groves ISD - Teacher Appraisal System	PNG-ISD Appraisal System is similar to the PDAS. All domains are addressed and scored independently. Overall summary performance scores are set as Exceeds, Proficient, Below

10	RICHLAND COLLEGIATE HS OF MATH SCIENCE ENGINEERING	057840	Donna R Walker	Dallas County Community College District Faculty	All Richland Collegiate High School courses are taught by Richland College faculty. The full description of the faculty evaluation is attached.
17	RISE ACADEMY	152802			

20	SHEKINAH RADIANCE ACADEMY	015819	Stephanie Suzanne Elizalde	Teacher Appraisal	Our system is composed of seven overarching domains: A. Planning and Instruction, B. Understanding the Curriculum, C. Classroom Environment, D. Discipline Management, E. Management & Cooperation, F. Professionalism, and G. Professional Development
20	SOUTHWEST PREPARATORY SCHOOL	015807	Dr. Gary L. Short	District Made Appraisal	Our Teacher appraisal system was developed by administrators and teachers to match our mission and philosophy
4	SPRING BRANCH ISD	101920	Paticia Pierc Simpson	Spring Branch Professional Development and Appraisal	Te primary purpose of the The Spring Branch ISD's teacher appr system is to enhance student learning through the professional growth of teachers. Based on the state PDAS model with goal setting features.
4	SPRING ISD	101919	Bob Thompson		

11	SUMMIT INTERNATIONAL PREPARATORY	220816	Priscilla Collins-Parhms	Uplift Public Schools Performance Review	The purpose of the Performance Review Template is to provide a way for Uplift staff members to self-assess, and for managers to evaluate staff member achievement of goals and behaviors.
5	TEKOA ACADEMY OF ACCELERAT STUDIES	123803	Paula A. Richardson	Teacher Evaluation Forms	Since we are a Charter School we use our own evaluation form which was approved by the Board of Directors.
12	TEMPLE EDUCATION CENTER	014803	Nick Farley	We use one that we have developed for our teachers	We look at student success in our curriculum, TAKS results, tea attendance, and parental feedback.
7	TENAHA ISD	210904	Martha Boren	T-CLASS	d v Z ¦¡• }o o }Œ š]À > Œv]vP }µvš]o]šÇ ^ µ‰Z}Œ] uµ•š µ• (}Œ oo (}Œu•X '} o• t}Œl•Z š d Z Œ /u‰Œ}À u vš '} o• &}Œu š]À }v(Œ v t olršZŒ}µPZ• v K • ŒÀ š]}v• Summative Conference
13	TEXAS SCH FOR THE BLIND VISUALLY IMPAIRED	227905	Charlotte Miller	Alternative Annual Appraisal	The Alternative Annual Appraisal was developed and approved by the Board beginning with the 2003-2004 school year. It is consistent with the rules of the State Board of Education to appraise teacher performance. Each teacher is appraised annually.
17	TEXAS TECH UNIVERSITY HIGH SCHOOL	062504	Holly Watson	Self developed-under revision	we have no full time teachers. All courses are taught by part time teachers, either retired or employed at another ISD. We are 100% distance ed. I am new and interim superintendent and am working