

Region XIII Education Service Center (ESC) has been collecting data regarding teacher appraisal systems used by local education agencies (LEAs) since September 7, 2010. As of this date, 1240 LEAs have reported, and 6 have not yet submitted data. Of those reporting, 1120 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. All teacher evaluation tools used to evaluate the performance of teachers must include student achievement outcomes or student growth data as an element of the evaluation criterion.

Each LEA that reported using an alternative to PDAS has submitted a brief description of that appraisal design (see summary document below). 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. All districts not listed below employ employee PDAS as their teacher appraisal system.

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	<a href="#">Instrument used in Texas prior to PDAS. Approved by the Board of Trustees. Domain VIII from PDAS was added to incorporate TAKS student outcomes.</a>
13	AUSTIN CAN ACADEMY CHARTER SCHOOL	227818	Christine Ortiz	n/a	We conduct classroom walkthroughs and do not conduct a formal teacher appraisal.
13	AUSTIN DISCOVERY SCHOOL	227821	Cinnamon Henley	Modified PDAS	We use a portfolio teacher assessment system that is based on the PDAS Domains and Rubric.
4	BENJIS SPECIAL EDUCATIONAL ACADEMY CHARTER SCHOOL	101820	Ronald Earl Rowell	No Teacher Appraisal system is currently in use.	Benji's Special Educational Academy has had operations suspended since September 14, 2010 by the Commissioner of Education.

20	BIG SPRINGS CHARTER SCHOOL	193801	Michael B. Wood	Teacher Performance Appraisal System	TPAS appraises eight (8) Major Functions that include Management of Instructional Time, Management of Student Behavior, Instructional Monitoring of Student Performance, Instructional Feedback, Facilitating Instruction, and others.
16	BOYS RANCH ISD	180901	Maggie Taylor	Teacher Advancement Program Instructional Rubric	Three different areas make up this appraisal system including Instruction, Designing and Planning and The Learning Environment. Teachers receive a minimum of three evaluations each school year.
11	BRAZOS RIVER CHARTER SCHOOL	213801	James Michael Thames	Locally developed/locally adopted	Our locally developed and adopted appraisal system was developed to address the evaluation of our unique teaching/learning environment following the guidelines set forth in our Charter contract.
6	BRAZOS SCHOOL FOR INQUIRY CREATIVITY	021803	Katy Greenwood	self developed	Principal directed walk throughs, teacher self assessment and teacher/principal conferences
13	BURNET CISD	027903	Judi Whitis	Burnet CISD Appraisal System	Our localized system is modeled after many of the components developed in PDAS. Teacher Self-Reflection Reports, walkthroughs, formal observations, and face to face conferences comprise the major elements of our system.
13	CEDARS INTERNATIONAL ACADEMY	227817	Mark Diaz	District created appraisal system	e use a system that has 4 categories: Learner Center Knowledge; Learner Centered Instruction; Equity in Excellence for all learners; learner centered communication.
11	CHAPEL HILL ACADEMY	220815	Shnease Webb	Performance Evaluation	Performance Evaluation form which covers one year length of time.
4	COMQUEST ACADEMY	101842	Tanis Stanfield	ComQuest Teacher Assessment Instrument	<a href="#">Teacher walk through, formal observation/evaluation form, and Administrator observation/evaluation form</a>
12	COPPERAS COVE ISD	050910	Barbara Tate	PDAS & Alternative Teacher Appraisal Record (ATAR)	<a href="#">All teachers on a probationary contract or who do not qualify for ATAR are appraised under PDAS. Teachers can be appraised on ATAR for two years and them must be appraised under PDAS for one year (longer if they don't meet ATAR again).</a>

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 Loew	Annual Performance Evaluation	Teachers are rated and scored in 7 areas of performance expectations. Each of the 7 areas has specific expected behaviors, measures, a minimum performance level, and a rating for each. Narrative review and employee response included.
10	DALLAS COUNTY JUVENILE JUSTICE	057814	Virginia Perry	Dallas County Juvenile Department Appraisal System	<a href="#">Dallas County's appraisal format consists of 14 domains. The DC system has been modified to encompass the PDAS domains. In addition to the overall score, there is an area to notate strengths, areas for improvement,&amp; action plans for improving performanc</a>
4	DEER PARK ISD	101908	Peaches McCroskey	Local System for the Appraisal of Teaching	<a href="#">Our Local System for the appraisal of Teaching has the following components: Professional Goals (to be determined by each teacher), Walk through Observation forms, Classroom Observation forms, Summative Appraisal forms, Professional Growth Plan forms</a>
11	DENTON ISD	061901	Dennis Stephens	PRIDE	PRIDE is the teacher appraisal instrument for Denton ISD. It meets all criteria for an alternative assessment by the Texas Education Code. New employees are trained on the appraisal process.

4	DICKINSON ISD	084901	Karan Renee Casey	Dickinson ISD Appraisal Systems	Our appraisal system includes an option for qualified teachers to choose between the traditional PDAS, DDAS the Dickinson Development Appraisal System, or LEAP the Lead Educator Action Profile.
16	DUMAS ISD	171901	mark storable	Dumas I.S.D. Professional Development and Appraisal	Very similar to PDAS. One major difference is Dumas scores each Domain rather than each indicator. We have also created a Domain IX that is used for teacher professional performance evaluation.
13	EDEN PARK ACADEMY	227803	Lisa N Robinson	EPA Teacher Evaluation Instrument	Three pages. 1. basic info , years experience, and overall rating with signature blocks for admin and teacher. 2. 5 areas to be evaluated, 3. scripted strengths, concerns, and recommendations
11	EDUCATION CENTER	061802	Nick Farley	locally developed	We look at student success on our curriculum, TAKS results, teacher attendance, and parent feedback.
2	ENCINO SCHOOL	024801	Roberto Gonzalez	Local appraisal system	Regular classroom observations and discussions with teachers as to findings/observations of classroom visits
11	ERATH EXCELS ACADEMY INC	072802	Debra Miller	Classroom Walkthrough, District Developed, Contract	<a href="#">Administration does weekly Classroom Walkthroughs, semester class period observations, and outside contract Evaluator.</a>
4	EXCEL ACADEMY	101811	Julie Baker	Teacher Performance Appraisal	<a href="#">Teachers receive classroom observations each six weeks, scores from each observation are averaged and used in Part A of their Performance Appraisal. Performance Appraisal is attached.</a>
11	FORT WORTH ACADEMY OF FINE ARTS	220809	Craig Shreckengast	Fort Worth Academy of Fine Arts Faculty Appraisal	FWAFA appraisal system involves observation and evaluation of teaching staff by administration. Teachers are evaluated for effectiveness in Instructional Strategies, Classroom Management and Organization, Learning Environment, and Professional Growth and
11	FORT WORTH CAN ACADEMY	220804	Christine Ortiz	N/A	We conduct classroom walkthroughs and do not conduct a formal teacher appraisal.
1	GATEWAY STUDENT ALTERNATIVE PROGRAM INC	240801	Mario Guzman	Locally Developed	<a href="#">The instrument is very similar to the PDAS and it focuses on student learning.</a>

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	<a href="#">Formative similar to PDAS with 3 walk through evaluations, and a final comprehensive evaluation.</a>
7	HARMONY ISD	230905	Jed Whitaker	Local developed evaluation instrument	We do the PDAS appraisal every three years and for any teachers new to the district. We have a locally developed instrument for the others.
4	HARMONY SCHOOL OF EXCELLENCE	101858	Bilgehan Yasar	Harmony PDAS	<a href="#">Harmony uses the PDAS system that is attached.</a>
4	HARMONY SCHOOL OF SCIENCE HOUSTON	101862	Yalcin Akyildiz	Harmony PDAS	<a href="#">Harmony PDAS is slightly updated version of PDAS used in TX schools</a>
6	HARMONY SCIENCE ACAD COLLEGE STATION	021804	Harun Karan	HARMONY Professional Development and Appraisal Sys	This is a slightly modified version of Texas PDAS (Professional Development and Appraisal System). This system aims to improve student performance through the professional development of teachers.
19	HARMONY SCIENCE ACAD EL PASO	071806	Guvanch Atamyradov	PDAS	<a href="#">Harmony PDAS is a slightly different version than used in State of Texas</a>
11	HARMONY SCIENCE ACAD FORT WORTH	220813	Nihat Bayhan	Harmony PDAS	<a href="#">Harmony PDAS is a slightly new version of PDAS</a>
17	HARMONY SCIENCE ACAD LUBBOCK	152805	Mehmet Bulut	Harmony PDAS	<a href="#">Harmony PDAS is slightly changed version of PDAS used in State of Texas.</a>
20	HARMONY SCIENCE ACAD SAN ANTONIO	015828	SALIH AYKAC	Harmony PDAS	<a href="#">Harmony PDAS is a slightly modified version of PDAS used in state of TEXAS.</a>
12	HARMONY SCIENCE ACAD WACO	161807	Fatih Ay	Harmony PDAS	<a href="#">Harmony PDAS is slightly modified version of PDAS in state of Texas</a>
4	HARMONY SCIENCE ACADEMY	101846	Edip Ercetin	Harmony PDAS	<a href="#">Harmony PDAS is a slightly modified version of PDAS used in state of Texas.</a>
1	HARMONY SCIENCE ACADEMY BROWNSVILLE	031803	Recant Basket	HARMONY PDAS	<a href="#">Harmony PDAS is a slightly different version than PDAS used in state of Texas.</a>
1	HARMONY SCIENCE ACADEMY LAREDO	240804	MURAT TUNCA	HARMONY PDAS	<a href="#">Harmony PDAS is a slightly different version than PDAS used in state of Texas.</a>

13	HARMONY SCIENCE ACADEMY AUSTIN	227816	Ramazan Coskuner	Harmony PDAS	<a href="http://apps.esc13.net/edapp/public/uploads/948d613f7a3816c656eabacb523ead7b_Appraisal_System.pdf">http://apps.esc13.net/edapp/public/uploads/948d613f7a3816c656eabacb523ead7b_Appraisal_System.pdf</a>
6	HEARNE ISD	198905	Jackie Kowalski	PDAS for PreK & HS & TAP's Teacher Evaluation	The Teacher Advancement Program's (TAP) Teacher Evaluation and Performance guide will be used for K-8 teachers. TAP's evaluation measures the skills, knowledge, and responsibilities a teacher exhibits through her daily practice and value added gains.
10	HONORS ACADEMY	057825	James Bivins, Jr.	In-House Developed Version	It is a number based rating system that measures several different areas of Qualities and competencies. One is a self evaluation and it is paired with the Supervisors evaluation for a final total.
4	HOUSTON CAN ACADEMY CHARTER SCHOOL	101812	Christine Ortiz	N/A	We conduct classroom walkthroughs and do not conduct a formal teacher appraisal.
4	HOUSTON GATEWAY ACADEMY INC	101828	Norma Santiago	Classroom Teacher Evaluation Form	<a href="#">Teacher observations are conducted twice a year, the principal conducts daily walk-throughs in all classroom to make sure that students are engaged in learning.</a>
4	HOUSTON HEIGHTS LEARNING ACADEMY INC	101829	YVETTE EAST	N/A	<a href="#">A modified version of/or similar to PDAS in which this charter uses for its teachers which was recommended by the Charter Resource Center of Texas as one of its Best Practices that would include the highly qualified and or certified teacher.</a>
4	HUMBLE ISD	101913	Janet Griffin Asst Supt for Human Resources	Teacher Objectives and Proficiency Review	TOP Review provides for annual appraisals of all teachers except for those who are eligible for a waiver.
13	HUTTO ISD	246906	Ben Dean Carson	Clinical Supervision with a Summative Evaluation	Each teacher is required to have 2 to 4 observations each year, depending on their experience level. Observations require a pre-conf, observation, post-conf format and the observations are scheduled. Teachers are required to develop goals. Time lines mirror PDAS
1	IDEA PUBLIC SCHOOLS	108807	Alexa Coy	Guideposts for Excellent Teaching	This was developed by IDEA based on PDAS, Teach For America's Teaching as Leadership rubric, and a few other sources. It is both our teaching evaluation system and the basis for our teacher professional development.

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	<a href="#">Teacher is observed and rated in regards to their performance in the following responsibilities: Instruction, Assessment, Learning Environment, Communications, and Professionalism. Feedback is provided.</a>
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	<a href="#">We use a system where teachers are evaluated at mid-year and the end-of- year on achieving functional goals and performance based on our teacher rubric.</a>
4	KLEIN ISD	101915	Susan Green	KPDAS	<a href="#">See attachment</a>
19	LA FE PREPARATORY SCHOOL	071807	Karina Schulte	La Fe Preparatory Evaluation	<a href="#">Very similar to PDAS, but has been tailored to suit our particular campus needs.</a>
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	<a href="#">The instrument consists of 3 main parts: (1) 16 indicators divided into 4 standards (2) written feedback form (3)teacher evaluation rubric</a>
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)"	<a href="#">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.</a>
12	LORENA ISD	161907	Sandra Talbert	Locally Developed Appraisal System	<a href="#">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.</a>
10	LOVEJOY ISD	043919	Dennis Muizers	Lovejoy Appraisal Tool Professional Growth & Develop	<a href="#">The LATPG&amp;D has two parts. One is a teacher self-report section and the other is based on administrator observation and evaluation. Our indicators include instructional practices, professional development, and collaborative planning expectations.</a>
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	<a href="#">The appraisal system we used is basically the same as the PDAS.</a>
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	<a href="#">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.</a>
13	NIXONSMILEY CISD	089903	Linda C. Parks	NSCISD Successful Schools	Our appraisal system is based on clinical supervision. We use(1) 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	<a href="#">Rubric based review based on desired teacher actions.</a>
10	NOVA ACADEMY	057809	Janice Foster	Professional Evaluation Appraisal Summary	<a href="#">The Professional Appraisal Instrument assesses teacher proficiencies for learner centered schools, as described by the State of Texas using eight required domains</a>
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	<a href="#">See document attached.</a>
4	ODYSSEY ACADEMY INC	084802	Jennifer Goodman	Walkthrough 360 and Goal Setting	At the beginning of the school year, teachers set annual goals and 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 CHARTER SCHOOL	072801	Vicky E. Cavitt	Employee Performance Review	1-10 Scale of Responsibility, Task. or Criteria / Not similar to PDAS/ 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	<a href="#">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 Expectations, Unsatisfactory with observation &amp; summative annual appraisals.</a>
20	RADIANCE ACADEMY OF LEARNING	015815	Stephanie Suzanne Elizalde	Teacher Appraisal	<a href="#">Our system is composed of seven overarching domains: A. Planning and Instruction, B. Understanding the Curriculum, C. Classroom Environment, D. Discipline Management, E. Management &amp; Cooperation, F. Professionalism, and G. Professional Development</a>
12	RAPOPORT ACADEMY PUBLIC SCHOOL	161802	Dr. Nancy Grayson	We use an in-house developed appraisal	Covers the following areas: personal qualities; professional qualities of Planning Skills, teaching effectiveness, and classroom management. I am mailing a copy to Region XIII / Lauralee Pankonien
4	RAUL YZAGUIRRE SCHOOL FOR SUCCESS	101806	David Ward	RYSS Powerful Learning Performance Appraisal	Our teacher appraisal system has 42 items encompassing four areas of appraisal: Management of Classroom Data"
10	RECONCILIATION ACADEMY	057841	Carol Thorne	Locally Developed Instrument	<a href="#">Board approved locally developed instrument based on initial year startup. Based on 15 indicators of professional practices.</a>
14	RESPONSIVE EDUCATION SOLUTIONS	221801	Jonathan Paul Sawyer	PDAS Modified	ResponsiveEd uses a modified version of PDAS that relates to the diverse methodology of charter schools.
11	RICHARD MILBURN ACADEMY FORT WORTH	220812	Armard Anderson	Internal Performance Management System	<a href="#">A district developed tool is used to evaluate teachers. The tool is composed of many of the domains used in PDAS evaluations. See attached observation/evaluation schedule</a>
2	RICHARD MILBURN ALTER HIGH SCHOOL CORPUS CHRISTI	178804	Denise Koenning Blanchard	corporate developed evaluation form for teachers	The assessment tool looks at 1.Instruction-organization,planning,delivery and student involvement 2.Teacher effectiveness-leadership, class environment, measurement of pupil progress 3.Professional Qualities- school and person al orientations
12	RICHARD MILBURN ALTER HIGH SCHOOL KILLEEN	014801	Rose Thompson	Evaluation - Teacher Observation	A district developed tool is used to evaluate teachers. The tool is composed of many of the domains used in PDAS evaluations.

10	RICHLAND COLLEGIATE HS OF MATH SCIENCE ENGINEERING	057840	Donna R Walker	Dallas County Community College District Faculty	<a href="#">All Richland Collegiate High School courses are taught by Richland College faculty. The full description of the faculty evaluation is attached.</a>
17	RISE ACADEMY	152802	Richard Baumgartner	RISE ACADEMY TEACHER PERFORMANCE REVIEW	Evaluation based on teacher performance based on quantifiable measures as much as possible (kindergarten readiness test for pre-k teachers, CAT-5 and Gates McGinitie Reading test fro K -- 2nd, TAKS tests for 3rd -- 8th). Used for TEEG merit pay grant.
20	SAN ANTONIO CAN HIGH SCHOOL	015817	Christine Ortiz	n/a	We conduct classroom walkthroughs and do not conduct a formal teacher appraisal.
20	SAN ANTONIO SCHOOL FOR INQUIRY CREATIVITY	015820	Janet Koch	Powerwalks.net	Online comprehensive teacher evaluation and appraisal system.
20	SCHOOL OF EXCELLENCE IN EDUCATION	015806	Dr. Kenneth Matthews	Professional Employee Performance Evaluation	<a href="#">Listed are five performance factors, eight behavioral traits, and six supervisory factors that are important in the performance of the employee's job. The supervisory factors should be utilized only for employees with supervisory responsibilities.</a>
20	SCHOOL OF SCIENCE AND TECHNOLOGY	015827	Kamil Yilmaz	HARMONY Professional Development and Appraisal Sys	<a href="#">This is a slightly modified version of Texas PDAS (Professional Development and Appraisal System). This system aims to improve student performance through the professional development of teachers.</a>
2	SCHOOL OF SCIENCE AND TECHNOLOGY CORPUS CHRISTI	178809	Adze Cure	HARMONY PDAS	<a href="#">Harmony PDAS is a slightly different version than PDAS used in State of Texas</a>
20	SCHOOL OF SCIENCE AND TECHNOLOGY DISCOVERY	015831	Mehmet Bayar	HARMONY Professional Development and Appraisal Sys	<a href="#">This is a slightly modified version of Texas PDAS (Professional Development and Appraisal System). This system aims to improve student performance through the professional development of teachers.</a>
2	SEASHORE LEARNING CTR CHARTER	178802	Maria Thompson	Seashore Learning Center Teacher Appraisal	Teachers are evaluated using a minimum of four (4) 10 to 15 minute unannounced walk through observations. They are given a copy within 24 hours of the observation. Each teacher has an end of year conference that provides a final assessment document.
2	SEASHORE MIDDLE ACAD	178808	Barbara Beeler	Local	<a href="#">Four unannounced walk thru evaluations</a>

20	SHEKINAH RADIANCE ACADEMY	015819	Stephanie Suzanne Elizalde	Teacher Appraisal	<a href="#">Our system is composed of seven overarching domains: A. Planning and Instruction, B. Understanding the Curriculum, C. Classroom Environment, D. Discipline Management, E. Management &amp; Cooperation, F. Professionalism, and G. Professional Development</a>
20	SOUTHWEST PREPARATORY SCHOOL	015807	Dr. Gary L. Short	District Made Appraisal	<a href="#">Our Teacher appraisal system was developed by administrators and teachers to match our mission and philosophy</a>
4	SPRING BRANCH ISD	101920	Patricia Pierc Simpson	Spring Branch Professional Development and Appraisal	The primary purpose of the The Spring Branch ISD's teacher appraisal 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	Spring ISD Teacher Appraisal Matrix	Used to record teacher success in each of six domains designed to improve instruction, identify student/teacher needs, provide opportunities for professional growth, and ensure alignment of instruction with campus and District goals.
11	SPRINGTOWN ISD	184902	Toni Farmer	Springtown ISD Teacher Appraisal System	Appraisal consists of four domains: Instructional Strategies, Discipline Management, Student Performance, Professional Conduct under each domain there are descriptors the appraiser would be attentive to. Ending each domain is a comment and note area.
10	ST ANTHONY SCHOOL	057836	David Ray	St Anthony District Appraisal System	<a href="#">The appraisal system has many components of the PDAS but is tailored to meet our district needs. There are 5 domains and I cannot attach all the documents to this system</a>
13	STAR CHARTER SCHOOL	227814	Marsha Hagin	Professional Evaluation	<a href="#">It is based on indicators for knowledge of discipline material, learner centered instruction, curriculum delivery, classroom management, classroom environment, and professional responsibilities.</a>
4	STEPPING STONES CHARTER EL	101859	William Clark	local appraisal system	As a one campus charter school of under 250 students. I conduct on going appraisals of all employees through daily walk throughs, longer classroom visit, growth plans, evaluating report cards and TAKS scores.

11	SUMMIT INTERNATIONAL PREPARATORY	220816	Priscilla Collins-Parhms	Uplift Public Schools Performance Review	<a href="#">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.</a>
5	TEKOA ACADEMY OF ACCELERATED STUDIES	123803	Paula A. Richardson	Teacher Evaluation Forms	Since we are a Charter School we use our own evaluation forms, 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, teacher attendance, and parental feedback.
7	TENAHA ISD	210904	Martha Boren	T-CLASS	Tenaha™s Collaborative Learning Accountability Success System Eduphoria must be used for all forms. Goals Worksheet Teacher Improvement Goals Formative Conference Walk-throughs and Observations Summative Conference
13	TEXAS SCH FOR THE BLIND VISUALLY IMPAIRED	227905	Charlotte Miller	Alternative Annual Appraisal	<a href="#">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.</a>
17	TEXAS TECH UNIVERSITY HIGH SCHOOL	152504	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 on teacher expectations in the 4 different format.
15	TLC ACADEMY	226801	Ron Ledbetter	5E's Appraisal	<a href="#">It is an appraisal system that I developed. It incorporates the 5E's model of instruction as well as the C-Scope delivery model for curriculum.</a>
11	TREETOPS SCHOOL INTERNATIONAL	220801	Lou Blanchard	locally developed	ten-minute walk through
10	TRINITY BASIN PREPARATORY	057813	Laura Moulder	Locally developed evaluation	Teachers are evaluated on delivery of instruction and classroom management based on informal observations throughout the year and a formal observation at least once yearly.

4	TWO DIMENSIONS PREPARATORY ACADEMY	101840	Daisy Simpson	Two Dimensions Teacher Evaluation	We evaluate the Teacher's: Prof Leadership; Knowledge of Content; Designs/Plans Instruction; Implements/Manages Instruction; Assess/Communicates Learning Results, Reflects/Eval,Teaching/Learning, Collaborates with Colleagues/Parents/Others;ProDevel;Techn
4	UNIVERSITY OF HOUSTON CHARTER SCHOOL	101807	Susan Lockwood	University of Houston ePerformance System""	Self-evaluation and goal setting
11	UNIVERSITY OF NORTH TEXAS	061501	Richard James Sinclair	None	We have no teachers
13	UNIVERSITY OF TEXAS AT AUSTIN H S	227506	Amy Pro	We have our own system.	our courses are all online; instructors are all part-time; we base our evaluations on response time, feedback, student evaluations
1	UNIVERSITY OF TEXAS AT BROWNSVILLE	031504	Edward Argueta	Appraisal System does not have a name	Our program calls for our students to be taught by college professors. They are appraised by their department Chairs".
13	UNIVERSITY OF TEXAS UNIVERSITY CHARTER SCHOOL	227806	Kristin M. Rogers	UT-UCS Teacher Evaluation Process	System is compliant with the University of Texas at Austin personnel appraisal guidelines. Elements evaluated are similar to PDAS.
20	UTOPIA ISD	232904	John Walts	Utopia ISD Teacher Appraisal	The instrument has 11 indicators which are rated as Satisfactory or Unsatisfactory. If a teacher is unsatisfactory on one or more of the indicators, he/she is put on a growth plan. Otherwise, it is very similar to PDAS
16	WALCOTT ISD	059902	Bill Sam McLaughlin	Texas Teacher Appraisal System	<a href="#">Observation/ Evaluation System, training was provided at ESC 16</a>
11	WESTLAKE ACADEMY CHARTER SCHOOL	220810	Benjamin Nibarger	Westlake Academy Teacher Evaluation System	<a href="#">A detailed description of our appraisal system is in the attachment.</a>
10	WINFREE ACADEMY CHARTER SCHOOLS	057828	Deirdre Staples	Winfree Professional Development Appraisal SystemI	The system is a three part process consisting of three minute walkthroughs, a self-evaluation, and teacher observation. The data is then used to complete the ten domains of the summative appraisal document.
4	ZOE LEARNING ACADEMY	101850	Celina Reed-Hutto	PDAS Modified	The observation/scripting forms are used from the PDAS to document annual teacher performance.