Professional Development Appraisal System (PDAS)

PDAS Orientation Information

Course Instructor: Brandy Wall, Professional Development Facilitator
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Phone: 469-633-6877
Resource: PDAS Teachers Manual
Requirements: Access to the internet and QuickTime

Course Description:
Frisco Independent School District expects and promotes improved student performance through quality instruction. Continued development is essential for quality instruction to occur. To provide a tool to promote professional growth, FISD has implemented an online Professional Development and Appraisal System (PDAS), which is an ongoing process of collaboration between teachers and administrators in the teacher development process. Your understanding of the information in this orientation will be greatly enhanced by your active participation. Frisco ISD ensures that all teachers are provided with an orientation of the PDAS no later than the final day of the first three weeks of school and at least three weeks before the first observation.

Learning Outcomes:
• Identify all eight domains in the Professional Development Appraisal System.
• Explain a proficient score for each domain.
• Explain the reasoning behind the Teacher Self-Report.
• Review the Observation summary and Annual Appraisal Form.
• Score a 80 or above on the Final Assessment

Required Participation:
Professional Development and Appraisal System (PDAS) Teacher Orientation is a state mandated orientation for all teachers new to the profession or new to teaching in Texas. Registration is not required; all specified new hires will be enrolled automatically.

Timeline:
All new hires must complete PDAS by September 1. Any teacher hired after the first day of school must complete the course within 3 weeks of the first contract day.

Any teacher coming from another Texas school district must provide proof of PDAS training to their campus supervisor. A verification form is included below.

Proof of Completion:
Once the course is finished please allow 2 weeks for credit to be granted. You will be notified via email. If you do NOT receive notification within 2 weeks please contact Brandy Wall.

Core Activities:
• Section Assignments
• Final Assessment
Professional Development Appraisal System (PDAS)

PDAS Course Syllabus

Section 1 – Introductions – Approximate Time: 15 minutes
Section one contains an introduction activity and a teacher background survey.
Learning Targets:
1. Fill out all information in the profile.
2. Upload a photograph of yourself or something that depicts one of your favorite things.
3. Introduce yourself to the class.

Section 2 - PDAS - Domains I, II, and III – Approximate Time: 30 minutes
Section two contains information about Domains I, II, and III. As we proceed through the section, we will be focusing on how a teacher should organize content and design instruction.
Learning Targets:
1. List the key words to be scored proficient in Domains I, II, and III.
2. Discuss classroom strategies using video examples.
3. Explain a proficient teacher's classroom activities.

Section 3 – PDAS Domain IV – Approximate Time: 30 minutes
Section three contains information about Domains IV. As we proceed through the section, we will be focusing on strategies that help teachers maintain successful classroom management.
Learning Targets:
1. List the key words to be scored proficient in Domains IV.
2. Discuss classroom management using video examples.
3. Explain a proficient teacher's classroom management.

Section 4 – PDAS Domain V – Approximate Time: 30 minutes
Section four contains information about Domains V. As we proceed through the section, we will be focusing on strategies that help teachers maintain appropriate verbal and non-verbal communication with students, parents, staff, community members, and other professionals.
Learning Targets:
1. List the key words to be scored proficient in Domains V.
2. Discuss professional communication using video examples.
3. Explain a proficient teacher's professional communication with students, parents, staff, community members, and other professionals.

Section 5 – PDAS Domain VI – Approximate Time: 30 minutes
Section five contains information about Domains VI. As we proceed through the section, we will be focusing on way that teachers are able to correlate their professional development activities with their subject content and the needs of their campus and students.
Learning Targets:
1. List the key words to be scored proficient in Domains VI.
2. Discuss professional development using video examples.
3. Explain a proficient teacher's professional development activities can correlate with their subject content and the needs of their campus and students.

Section 6 – PDAS Domain VII – Approximate Time: 30 minutes
Section six contains information about Domains VII. As we proceed through the section, we will be focusing on way that teachers are able to make the school safe and orderly and how they can stimulate the learning environment for the students.
Learning Targets:
1. List the key words to be scored proficient in Domains VII.
2. Discuss policies, operating procedures, and requirements using video examples.
3. Explain a proficient teacher's abilities to make the school safe and orderly and how they can stimulate the learning environment for the students.
Section 7 – Domain VIII – Approximate Time: 30 minutes
Section seven contains information about Domains VIII. As we proceed through the section, we will be focusing on ways that teachers are able to diagnose student needs and provide feedback.
Learning Targets:
1. List the key words to be scored proficient in Domains VIII.
2. Discuss improving academic performance using video examples.
3. Explain a proficient teacher's ability to diagnose student needs and provide feedback.

Section 8 – Timeline –– Approximate Time: 30 minutes
Section eight contains information about the PDAS timeline. As we proceed through the section, we will be focusing on the due dates for different components of PDAS.
Learning Targets:
1. Review the time frames for each component of PDAS.
2. Create a chart that list Frisco ISD dates for each component of PDAS.

Section 9 – Teacher Self-Report – Approximate Time: 30 minutes
Section nine contains information about the PDAS timeline. As we proceed through the section, we will be focusing on the Teacher Self-Report Sections I, II, and III.
Learning Targets:
1. Review the time and information that is contained in the Teacher Self Report Section I, II, and III.
2. Explain the reasoning behind the due dates for each section of the Teacher Self-Report.

Section 10 – Observation Summary and Annual Appraisal – Approximate Time: 30 minutes
Section ten contains information about the Observation Summary that occurs at the end of the year. As we proceed through the section, we will review the observation form that your PDAS appraiser will be using during your summative annual appraisal.
Learning Targets:
1. Review Observation and Summative Annual Appraisal form.
2. Explain what sections will be the most difficult and why.

Section 11 – Final Assessment – Approximate Time: 15 minutes

PDAS Course Registration Information

1. Go to http://friscoisdteachersupport.com
2. PREVIEW the course using the following:
   - Username: student
   - Password: Frisco1234-
3. Scroll down to the bottom and select New Teachers
4. SELECT PDAS 2010 – 2011
5. Section 1 and 2 is open for review.
   - Fill out all information in the profile.
   - Upload a photograph of yourself or something.
Verification of PDAS Orientation for Teachers

Name: __________________________________________ Employee #: ________________
Building: ____________________________________  Date Completed: _____________

Please verify that each of the following statements is correct by placing a check in the box.

<table>
<thead>
<tr>
<th>Statement</th>
<th></th>
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<tbody>
<tr>
<td>I have a copy of the Frisco ISD Teacher PDAS Calendar.</td>
<td>✓</td>
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<tr>
<td>I have been informed about the appraisal process in Frisco ISD.</td>
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<tr>
<td>I have reviewed the various documents associated with appraisal and professional development requirements.</td>
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<tr>
<td>I understand the expectations and requirements for my position.</td>
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<tr>
<td>I have received PDAS training in Frisco ISD or another Texas school district.</td>
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</tr>
<tr>
<td><strong>I understand the expectations and requirements for my position.</strong></td>
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<td><strong>I have had an opportunity to ask questions.</strong></td>
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Teacher Signature

________________________________________

[Teacher Signature]