



AN EARLY COLLEGE DISTRICT

BROWNSVILLE

INDEPENDENT SCHOOL DISTRICT



T-TESS: Fairness and Equity.

PERCEPTION VS. REALITY



Why Fairness Matters

- Fair and consistent appraisals support teacher growth, which in turn yields student achievement.
- TEA validation checks (#4, #6, and #9) measure equity and reliability of T-TESS implementation.
- Goal: Reduce variability and increase reliability across campuses.
- Fairness isn't about everyone getting the same rating — it's about everyone being evaluated with the same lens.

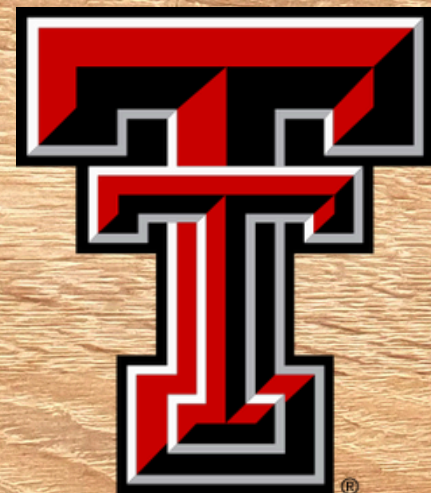
PERCEPTION

Many teachers reported perceptions of favoritism or bias, particularly when appraisers have personal relationships with teachers or lack subject-specific knowledge.

“Administration have their teacher favorites or friend groups.”

What the data is telling us...

Reality



TEXAS TECH

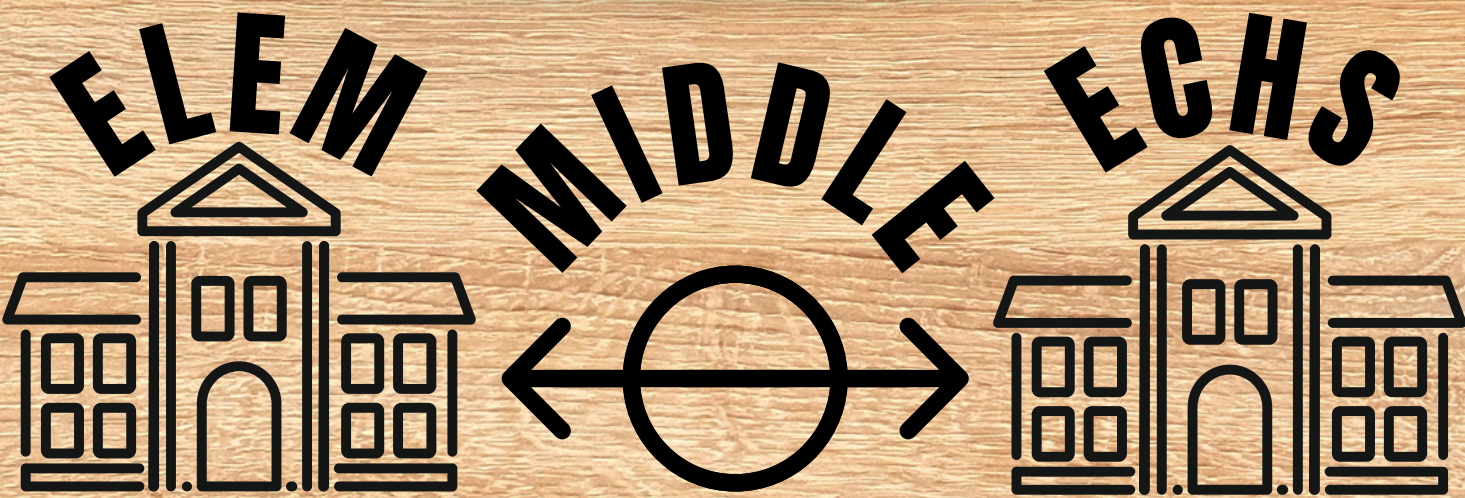
UNIVERSITY®

TIA Data Validation Check #4 - Campus to Campus

Domain C. Degree of reliability for observation and growth judgements

These checks are intended to confirm that observation ratings and student performance are determined in a consistent manner across campus and teaching assignment. ¹

4. Across campuses, observation scores are similar for teachers in REM groups.
Earned points x 3 = weighted score for this check



ACROSS CAMPUSES

Check	Possible Points	Results	Score
2023	0-3	sp. $\omega^2 = 0.00$ (A+)	3
2024	0-3	sp. $\omega^2 = 0.03$ (A+)	2.45
2025	0-3	sp. $\omega^2 = 0.01$ (A+)	2.90

2026

“Trending High”

CONCLUSION

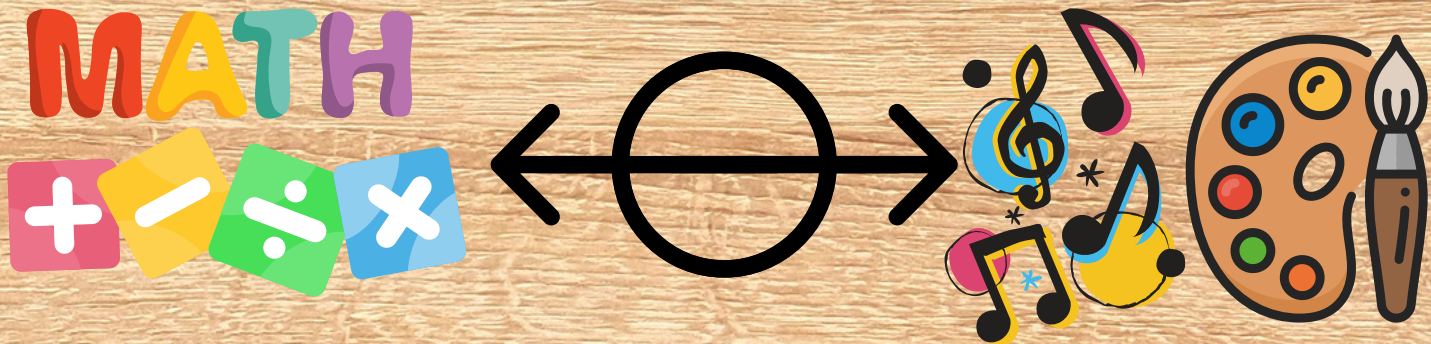
BISD T-TESS scores are fair and consistent across campuses.

TIA Data Validation Check #6 - Across Subjects

Domain C. Degree of reliability for observation and growth judgements

These checks are intended to confirm that observation ratings and student performance are determined in a consistent manner across campus and teaching assignment. ¹

6. Across assignments, observation scores are similar for teachers in REM groups.
Earned points x 3 = weighted score for this check



ACROSS ASSIGNMENTS

Check	Possible Points	Results	Score
2023	0-3	sp. $\omega^2 = 0.00$ (A+)	3
2024	0-3	sp. $\omega^2 = 0.00$ (A+)	3.00
2025	0-3	sp. $\omega^2 = -0.01$ (A+)	3.00

2026

“Trending High”

CONCLUSION

BISD T-TESS Scores are fair and consistent across teaching assignment.

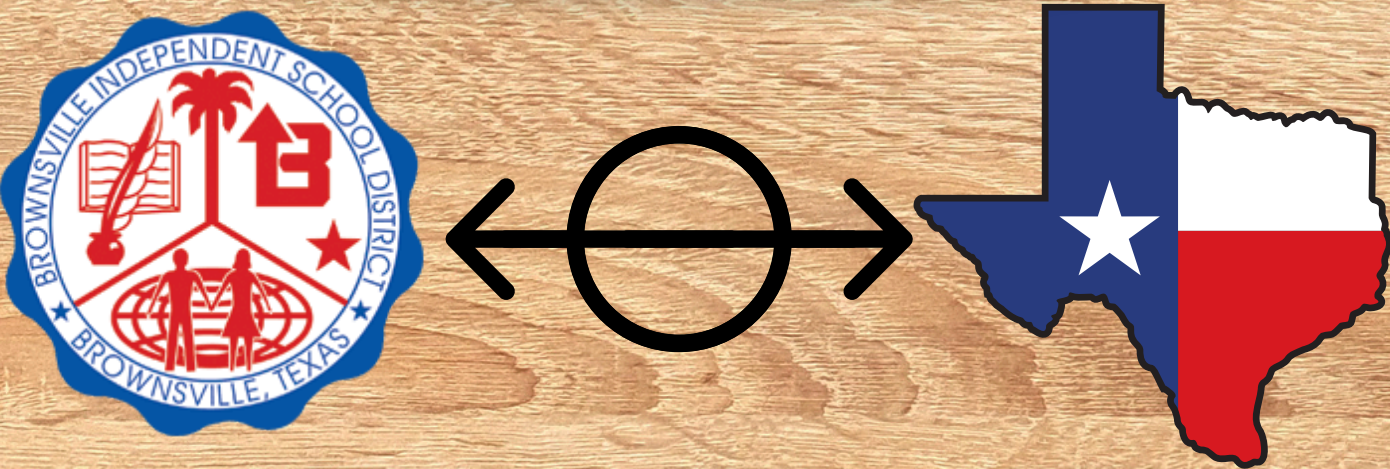
TIA Data Validation Check #9 - ALIGNED TO THE STATE

Domain D. Comparison of district designation percentage to statewide performance standards

These checks are intended to confirm that designation rates in each district are aligned with statewide projections of the proportion of designated teachers in each district.

9. *Observation ratings in the district are approximately equal to the statewide performance standards for teaching proficiency in each of the REM levels.*

Earned points x 1 = weighted score for this check



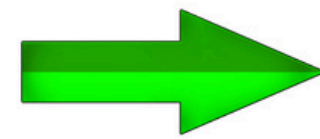
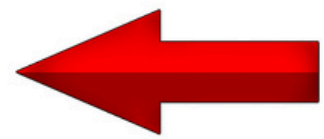
BISD VS. TEXAS

Check	Possible Points	Results	Score
2023	0-3	99 % (A+)	3
2024	0-3	s = 95 % (A+)	3.00
2025	0-3	s = 98 % (A+)	3.00
2026		“Trending High”	

CONCLUSION

BISD T-TESS Scores are reliable and aligned with the statewide performance standards.

PERCEPTION REALITY



Current District Initiatives

- **Six-weeks Calibration practice cycle led by campus admin teams.**
- **District calibration tracker for monitoring completion.**
- **HR/TIA review of evidence statements for rubric alignment.**
- **Targeted (New/Skew) Region One Calibration Walks.**
- **Yearly refresher for admin at BOY Leadership Academy**
- **BOY T-TESS Deep Dives by level (ECHS, MS, ELEM)**
- **TEA required certification (yearly check)**
- **Optional/Paid: Summer trainings for teachers and admin.**

Calibration in District Policy



BROWNSVILLE
INDEPENDENT
SCHOOL
DISTRICT



EMPLOYEE HANDBOOK

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2025-2026



T-TESS Calibration Practice

To ensure fairness, consistency, and alignment in the appraisal process, all appraisers are required to participate in T-TESS calibration activities.

- All appraisers must participate in the official calibration schedule established and published by the Human Resources Department.
- Calibration activities must occur at least once every six weeks.
- The campus principal is responsible for facilitating the calibration process on their campus.
- Principals will ensure their administrative team participates as scheduled and will oversee proper documentation of calibration activities.

...as of September 30, 2025



2025-2026



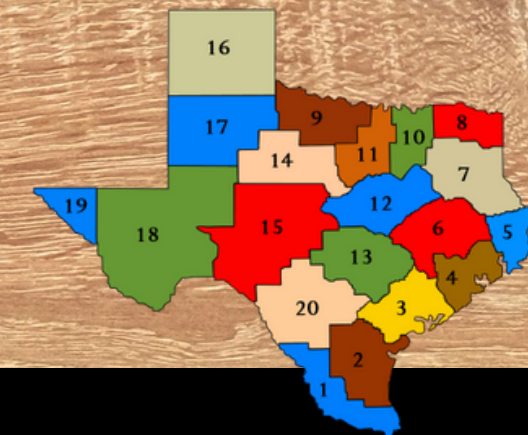
**TEA 2-Day Pilot
@ BISD
November 2025**



2027-2028

State-Wide Roll Out

2026-2027



**TEA
Full-Year Pilot in
Select Districts**