

### PROPOSED REVISIONS

**T-TESS**

The District shall appraise teachers using the Texas Teacher Evaluation and Support System (T-TESS) in accordance with law and administrative regulations.

The Board shall approve a list of certified appraisers who can appraise a teacher in place of the teacher's supervisor.

**ANNUAL  
APPRAISAL  
EXCEPTION**

District teachers shall be appraised annually.

Beginning with the 2017-18 school year, teachers who are eligible for less frequent evaluations in accordance with state rules [see DNA(LEGAL)] may receive less-than-annual evaluations. The principal shall provide written notice to an eligible teacher when a complete appraisal will not be scheduled in a particular school year.

The District shall ensure that eligible teachers are appraised at least every five years, as required by law.

During any school year when a complete appraisal is not scheduled for an eligible teacher, either the teacher or the principal may require that an appraisal be conducted by providing written notice to the other party.

A teacher's supervisor shall have the authority to return a teacher to the traditional appraisal cycle as a result of performance deficiencies documented in accordance with state rule.

**ANNUAL REVIEW  
PROCESS**

In the years in which a T-TESS appraisal is not scheduled for an eligible teacher, the teacher shall participate in an annual review process that includes the elements listed in state rule.

The annual review process shall produce a written document to be presented to the teacher, signed by the teacher and supervisor, and maintained in the personnel file.

**PDAS**

The formal appraisal of District teachers shall be in accordance with the Professional Development and Appraisal System (PDAS).

**GENERAL  
REQUIREMENTS**

District teachers shall be appraised annually. Components of the appraisal process, such as classroom observations and walk-throughs, shall be conducted more frequently as necessary to ensure that teachers receive appropriate guidance.

The District shall establish an appraisal calendar each year.

**FORMAL  
OBSERVATION**

The formal observation for a teacher's appraisal shall be unscheduled.

PERFORMANCE APPRAISAL  
EVALUATION OF OTHER PROFESSIONAL EMPLOYEES CAMPUS AD-  
MINISTRATORS

DNB  
(LOCAL)

**PROPOSED REVISIONS**

EMPLOYMENT  
DECISIONS

When relevant to the decision, written evaluations of a professional employee's performance, as documented to date, and any other information the administration determines to be appropriate shall be considered in decisions affecting contract status.

EXCEPTION

Written evaluations and other evaluative information need not be considered prior to a decision to terminate a probationary contract at the end of the contract term.

PRINCIPALS

The District shall appraise principals using the Texas Principal Evaluation and Support System (T-PESS) in accordance with law and administrative regulations.

OTHER CAMPUS  
ADMINISTRATORS

The appraisal system used for campus administrators other than principals shall be determined by each administrator's position and job responsibilities and shall consist of either a local appraisal system developed in accordance with law and administrative regulations or a modified version of the T-PESS.

FREQUENCY

District principals and other campus administrators shall be appraised annually.