

Terrell Independent School District

Executive Summary Report

Date	District Guiding Pillar	
September 15, 2025	Goal 3: Build capacity in all district employees by recruiting, retaining, and training fully certified and highly qualified principals, teachers, and staff.	
Agenda Item: Consider Approval of the additions to TLR Appraisers for the 2025-2026 school year.		
Summary: Terrell ISD will use the NIET Teaching and Learning Standards Rubric (TLR) to appraise teachers in the 2025-2026 school year. The NIET Teaching and Learning Standards Rubric is designed to support improvements in classroom instruction. By clearly defining effective teaching and student-centered instruction, it provides teachers with a roadmap for strengthening their practice, facilitates high-quality coaching, and fosters collaboration around best instructional practices. The rubric is based on over 20 years of research and experience across 21 states, and it has been used by educators in environments ranging from urban to rural and in classrooms of all subjects and modalities. It provides educators with a common understanding and language for designing and planning instruction, using effective instructional practices to support student learning, and creating an equitable and inclusive learning environment. The vision represented by the rubric maximizes instructional excellence and correlates with student achievement and growth. The NIET Teaching and Learning Standards Rubric has always been student-centered, and at the highest level of performance, there should be evidence that students are taking ownership of their learning with the teacher's facilitation. There is a focus on students and ensuring their equitable access to high-quality instruction. The NIET's Teaching and Learning Standards Rubric brings a comprehensive focus on three key domains: instruction, designing and planning instruction, and the learning environment. NIET also has a professional domain for teacher leaders. TISD administrators were trained and certified in the summer of 2025. The Board is required to approve the list of appraisers annually.		
Attachments:		
Under Separate Cover		
Administrative Recommendation:		
Administration recommends that the Board of Trustees approve the additions to TLR Appraisers for the 2025-2026 school year.		
Budget/Funding		
N/A		