



San Elizario ISD
P.O. Box 920
San Elizario, TX 79849
Phone: 915.872.3900
Fax: 915.872.3903

MEMORANDUM

To: Members of the Board of Trustees
From: Gina Ramirez, Executive Director of Human Resources
Subject: Consider and possible Board action to approve revision to policy DNA(Local)
Date: October 14, 2026

HISTORY: The San Elizario Independent School District evaluates teachers using the Texas Teacher Evaluation and Support System (T-TESS) in accordance with Board Policy DNA (Local). The policy requires that district teachers be appraised annually and allows the Board to approve a list of certified appraisers. The District participates in the Texas Teacher Incentive Allotment (TIA), which requires participating districts to maintain a valid and reliable teacher evaluation system that includes annual teacher appraisals.

RATIONALE: The proposed revision is necessary to ensure continued alignment between District policy, local appraisal practices, and TIA requirements. Annual teacher evaluations are a foundational component of both T-TESS implementation and TIA designation systems. Updating the District's approved appraiser list and related appraisal procedures supports compliance with state requirements, promotes consistency in the evaluation process, and ensures the District can continue to effectively implement its teacher effectiveness and compensation initiatives.

BUDGET IMPACT: There is no additional budget impact associated with this recommendation. Existing personnel and resources will be utilized to implement annual teacher appraisals in accordance with District policy and TIA requirements.

ADMINISTRATIVE RECOMMENDATION: Administration recommends approval of the proposed revision to the District's teacher appraisal procedure to ensure continued compliance with Board Policy DNA (Local), T-TESS requirements, and the Texas Teacher Incentive Allotment program.

For Approval? ☒ Yes ☐ No

If not, please check one: ☐ Presentation ☐ Report ☐ Information

Please check if applicable: ☒ Attachment Included

The mission of the San Elizario Independent School District is to graduate students with innovative skills for 21st-century careers by focusing on academic and social skills, fostering transformative practices, and building community support through positive relationships between home and school.