



TEXAS TEACHER EVALUATION AND SUPPORT SYSTEM (T-TESS)

2025-2026

LOCAL PROCEDURES FOR APPROVED APPRAISERS, TEACHER RESPONSES/REBUTTALS, REQUESTS FOR SECOND APPRAISALS, AND OTHER LOCAL ISSUES

APPROVED APPRAISERS

All campus principals and assistant principals who have met all certification requirements to be a T-TESS appraiser are approved to serve as T-TESS appraisers. In addition, second appraisals may be performed by central office instructional support personnel who are T-TESS certified. These people include executive directors, directors, assistant directors, instructional specialists, and coordinators. Classroom teachers who participated in T-TESS appraiser training may be used for staff development and as resource persons for other teachers but will not be used as appraisers.

LOCAL IMPLEMENTATION PROCEDURES

Teacher Orientation Sessions

Each campus is required to review T-TESS implementation procedures with all teachers prior to beginning the evaluation process. All teachers shall attend T-TESS orientation no later than the first three (3) weeks of school and at least two (2) weeks before the first observation when

- the teacher is new to the district,
- the teacher has never been appraised under the T-TESS, or
- district policy regarding teacher appraisal has changed since the last time the teacher was provided a T-TESS orientation.

New teachers must receive T-TESS training within three (3) weeks of their start date. T-TESS orientation may include online materials in addition to a face-to-face training session. Campuses may also hold other sessions allowing teachers to actively participate in a discussion of T-TESS specifics and to have their questions answered.

Pre-Conference (Goal Setting and Observation)

All teachers in the first year of appraisal under the T-TESS or teachers new to the district must attend a conference concerning their *Goal-Setting and Professional Development Plan* prior to the teacher submitting the plan to the teacher's appraiser. After a teacher's first year of appraisal under T-TESS within the district, an observation pre-conference must be conducted prior to announced observations.

Goal-Setting and Professional Development Plan

The annual teacher appraisal shall include a completed and appraiser-approved *Goal-Setting and Professional Development Plan*.

For teachers in the first year of appraisal under the T-TESS or teachers new to the district, the plan must be submitted to the teacher's appraiser within the first six (6) weeks from the day of completion of the T-TESS orientation. Plans initially drafted in conjunction with the teacher's end-of-year conference from the previous year and revised as needed for the current school year shall be submitted to the teacher's appraiser within the first six (6) weeks of instruction. The plan is maintained throughout the school year by the teacher to track the progress of goals and professional development activities in the approved plan and

is to be shared with the teacher's appraiser prior to the end-of-year conference. The plan will be used after the end-of-year conference in the determination of ratings for the goal-setting and professional development dimensions of the T-TESS rubric.

Cumulative Data

Any documentation that will influence the teacher's summative annual appraisal report must be shared in writing with the teacher within ten (10) working days of the certified appraiser's knowledge of the occurrence. The principal shall also be notified in writing of the cumulative data when the certified appraiser is not the teacher's principal.

Formal and Walk-through Classroom Observations

Formal classroom observations must be at least 45 minutes in duration. This 45-minute period may be divided into shorter segments only with the mutual consent of both the teacher and the teacher's supervisor. Notice of at least two (2) working days will be given before any formal observations. A minimum of two (2) informal walk-throughs are required. No advance notice is required for informal walk-throughs.

Observation Post-Conference

An observation post-conference shall be conducted within ten (10) working days after the completion of an observation. The conference is diagnostic and prescriptive in nature. A written report of the rating of each dimension observed is presented to the teacher after a discussion of the areas for reinforcement and refinement. This can allow for, at the discretion of the appraiser, a revision to an area based on the post-conference discussion.

End-of-Year Conference

A written summative annual appraisal report shall be provided to the teacher within ten (10) working days of the conclusion of the end-of-year conference. The end-of-year conference shall:

- review the appraisal data collected throughout the school year
- examine and discuss evidence related to the teacher's performance of Domain IV
- examine and discuss evidence related to the performance of the teacher's students,
- identify potential goals and professional development activities for the teacher for the next year, and
- be held no later than fifteen (15) working days before the last day of instruction for students.

Less Than Full Annual Appraisal (Waiver from Formal Observation)

PISD Board Policy DNA (Legal) establishes district requirements for less than full annual appraisals. Except as otherwise provided by this subsection and described in PISD Board Policy DNA (Legal), a full appraisal must be conducted each school year. A teacher may receive a full appraisal less frequently if the teacher is not eligible for Teacher Incentive Allotment and the teacher's most recent appraisal meets T-TESS or PISD requirements for less than full annual evaluations.

A teacher must receive a full appraisal at least once during each period of five (5) school years.

Eligibility for a waiver does not guarantee appraisal approval of a waiver for less than full annual appraisal. After approving a waiver request, an appraiser may revoke the approval at any time if it is communicated in writing with the teacher.

To be eligible for less than full annual evaluations (waiver) under T-TESS, a teacher shall:

- Be ineligible for Teacher Incentive Allotment (TIA)
- Be employed on an educator term contract
- Have been employed by the district as a teacher for the last two consecutive years
- Not have identified areas of deficiency
 - A teacher's most recent full appraisal resulted in the teacher receiving summative ratings of at least proficient on nine of the sixteen dimensions of T-TESS and did not identify any area of deficiency defined by a rating of *Improvement Needed* or the performance of the teacher's students.

In a year in which a teacher does not receive a full appraisal due to meeting the requirements of T-TESS or PISD Board Policy, a teacher shall participate in the *Goal-Setting and Professional Development Plan* process and a modified end-of-year conference that addresses the progress on the *Goal-Setting and Professional Development Plan*, the performance of the teacher's students, and the following year's *Goal-Setting and Professional Development Plan*.

WRITTEN RESPONSES/REBUTTALS

A teacher may submit a written response or rebuttal at the following times:

- for Domains I, II, and III after receiving a written observation summary or any other written documentation related to the ratings of those three domains or
- for Domain IV and for the performance of the teacher's students after receiving a written summative annual appraisal report.

Any written response or rebuttal must be submitted within ten (10) working days of receiving a written observation summary, a written summative annual appraisal report, or any other written documentation associated with the teacher's appraisal.

REQUESTS FOR SECOND APPRAISALS

A teacher may request a second appraisal by another certified appraiser from outside the teacher's campus at the following times:

- for Domains I, II, and III after receiving a written observation summary with which the teacher disagrees; or
- for Domain IV and for the performance of the teacher's students after receiving a written summative annual appraisal report with which the teacher disagrees.

The second appraisal must be requested within ten (10) working days of receiving a written observation summary or a written summative annual appraisal report. The second appraiser shall make observations and walk-throughs as necessary to evaluate the dimensions in Domains I-III or shall review the *Goal-Setting and Professional Development Plan* for evidence of goal attainment and professional development activities. When applicable, cumulative data may also be used by the second appraiser to evaluate other dimensions.

APPRAISAL PROCESS GRIEVANCES

The Pasadena Independent School District has provided a written policy establishing a procedure for teachers to present grievances regarding the evaluation process. The purpose of this policy is to provide employees with an orderly process for the prompt and equitable resolution of complaints. The Board of Education intends that, whenever feasible, complaints can be resolved at the lowest possible administrative level. The Board has the authority to review the educational judgment of an appraiser regarding denial of credit and may award credit only if the appraiser's educational judgment was clearly erroneous or an abuse of discretion. Teachers may refer to Board policies DGBA (LEGAL) and DGBA (LOCAL) concerning employee complaints to address grievances related to the appraisal process.

**2025-2026 APPRAISAL CALENDAR
TEXAS TEACHER EVALUATION AND SUPPORT SYSTEM (T-TESS)
PASADENA INDEPENDENT SCHOOL DISTRICT**

August 22, 2025

Deadline for T-TESS face-to-face teacher orientation for all teachers new to the district or that have never been appraised under the T-TESS. If a teacher has a later start date, the teacher must receive T-TESS orientation within three (3) weeks of their start date. T-TESS orientation may include online materials in addition to a face-to-face training session.

September 08, 2025

Due date for *Teacher Request for Waiver from Formal Observation* (Non-TIA eligible personnel)

Formal classroom observations may begin for teachers that have completed T-TESS orientation. Notice of at least two (2) working days will be given before any formal observations. Walk-throughs and other documentation possibly impacting a teacher's appraisal may be conducted at any time during the school year. After a teacher's first year of appraisal under T-TESS within the district, an observation pre-conference shall be conducted prior to announced observations.

Observations may not be conducted on the days immediately before or after school holidays, days scheduled for end-of-semester or end-of-year exams, or days scheduled for state-mandated or other standardized tests.

These dates include but are not limited to August 29, September 2; October 9, 15; November 21; December 1, 19; January 7; January 16, 20; February 13, 17; March 06, 16; April 02, 07; and May 22.

An observation post-conference shall be conducted within ten (10) working days after the completion of an observation. The conference is diagnostic and prescriptive in nature. A written report of the rating of each dimension observed is presented to the teacher after a discussion of the areas for reinforcement and refinement. This can allow for, at the discretion of the appraiser, a revision to an area based on the post-conference discussion.

The teacher may request a second appraisal by another appraiser within ten (10) working days of receiving a written observation summary or written summative annual appraisal report in which the teacher disagrees.

April 08, 2026

Pasadena ISD's best practice deadline for the face-to-face summative conference with a teacher.

April 22, 2026

Pasadena ISD best practice deadline for written summative annual appraisal report provided to the teacher after the face-to-face summative conference.

May 01, 2026

State deadline for written summative annual appraisal report (must be no later than **fifteen (15) working days** before the last day of instruction). Appraisers must hold a face-to-face summative conference with the teacher **prior** to providing the written summative annual appraisal report to the teacher. Reminder: **An appraiser has only ten (10) working days in which to provide the written summative annual report to the teacher after the face-to-face summative conference.**