



# UNITED INDEPENDENT SCHOOL DISTRICT AGENDA ACTION ITEM

**TOPIC:** First and Final Reading of Policy DNA (LOCAL): Performance Appraisal of Evaluation of Teachers

**SUBMITTED BY:** Gloria S. Rendon **OF:** Associate Supt. for Administration

**APPROVED FOR TRANSMITTAL TO SCHOOL BOARD:** \_\_\_\_\_

**DATE ASSIGNED FOR BOARD CONSIDERATION:** October 18, 2016

**RECOMMENDATION:** It is recommended that the United ISD Board of Trustees approve the revisions to DNA (LOCAL) on first and final reading

**RATIONALE:**

**BUDGETARY INFORMATION:**

**POLICY REFERENCE & COMPLIANCE:**

PERFORMANCE APPRAISAL  
EVALUATION OF TEACHERS

DNA  
(LOCAL)

T-TESS	<p>The District shall appraise teachers using the Texas Teacher Evaluation and Support System (T-TESS) in accordance with law and administrative regulations and upon approval of the Board.</p> <p>The Board shall approve a list of certified appraisers who can appraise a teacher in place of the teacher's supervisor.</p>
ANNUAL APPRAISAL	District teachers shall be appraised annually.
EXCEPTION	Teachers who are eligible for less frequent evaluations in accordance with law [see DNA(LEGAL)] and the local criteria established in this policy shall be appraised in accordance with the provisions below.
LESS-THAN-ANNUAL ELIGIBILITY	<p>In addition to meeting the eligibility requirements in state rules, to be eligible for less-than-annual evaluations under the T-TESS, a teacher shall:</p> <ol style="list-style-type: none"><li>1. Be employed on an educator term or continuing contract;</li><li>2. Hold SBEC certification;</li><li>3. Be assigned in his or her certification area;</li><li>4. Have been employed by the District for at least three years;</li><li>5. <del>Have served on the current campus for at least two years;</del> and</li><li>6. Have no areas of improvement needed noted on the Goal Setting Professional Development (GSPD) plan or reprimand issued regarding an instructional issue.</li></ol>
FREQUENCY	<p>Eligible teachers shall be appraised every two years.</p> <p>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.</p> <p>A teacher's supervisor shall have the authority to return a teacher to the annual appraisal cycle as a result of performance deficiencies documented in accordance with state rule.</p>
ANNUAL REVIEW PROCESS	<p>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 a GSPD plan.</p> <p>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.</p>