

T-TESS

The District shall appraise teachers **annually** 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.

~~General Requirements~~

~~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.~~

~~Formal Observation~~

~~The District shall establish an appraisal calendar each year. The formal observation for a teacher's appraisal shall be unscheduled. All observations shall include a post-conference meeting.~~

Annual Appraisal

All District teachers shall be appraised using the T-TESS during the 2018–19 school year.

Exception

After the 2018–19 school year, teachers who are eligible for less frequent evaluations in accordance with law [see DNA(LEGAL)] shall be appraised in accordance with the provisions below.

Frequency

Eligible teachers shall be appraised every two years.

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.

Grievances

Complaints regarding teacher appraisal shall be addressed in accordance with DGBA(LOCAL).