

## PROPOSED POLICY

APPRAISAL SYSTEM T-TESS	<p>The District shall appraise teachers using the Texas Teacher Evaluation and Support System (T-TESS) in accordance with state law and administrative regulations.</p> <p>The Board shall approve a list of certified appraisers who can appraise a teacher in place of the teacher's supervisor.</p>
LOCAL APPRAISAL PROCESS	<p>The Board may approve for an individual campus the use of a local appraisal process and evaluation criteria developed in accordance with law and administrative regulations.</p>
ANNUAL APPRAISAL EXCEPTION	<p>District teachers shall be appraised annually.</p> <p>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.</p>
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 contract;</li><li>2. Hold SBEC certification; and</li><li>3. Have been employed by the District for at least two years.</li></ol> <p>To be eligible for less-than-annual evaluations under the District's local appraisal system, a teacher shall:</p> <ol style="list-style-type: none"><li>1. Have met the eligibility requirements in state rules for less-than-annual evaluations under the T-TESS;</li><li>2. Be employed on an educator term contract;</li><li>3. Hold SBEC certification; and</li><li>4. Have been employed by the District for at least two years.</li></ol>
FREQUENCY	<p>Eligible teachers shall be appraised every three 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 traditional appraisal cycle as a result of performance deficiencies documented in accordance with state rule.</p>

PERFORMANCE APPRAISAL  
EVALUATION OF TEACHERS

DNA  
(LOCAL)

ANNUAL REVIEW  
PROCESS  
T-TESS

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.

LOCAL  
SYSTEM

In the years in which an appraisal is not scheduled for an eligible teacher, he or she shall follow the procedures outlined in the District's local appraisal system.

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.