

PERFORMANCE APPRAISAL
EVALUATION OF TEACHERS

DNA
(LOCAL)

T-TESS	<p>The District shall appraise teachers annually in accordance with the Texas Teacher Evaluation and Support System (T-TESS) in accordance with 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>
APPRAISAL SYSTEM	<p>Effective for the 2016–17 school year, the formal appraisal of District teachers shall be in accordance with the Texas Teacher Evaluation and Support System (T-TESS).</p> <p>Formal observations of teachers shall be scheduled. Teachers may request a pre-observation conference.</p>
GENERAL REQUIREMENTS	<p>District teachers shall be appraised annually.</p> <p>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.</p> <p>The District shall establish an appraisal calendar each year.</p>
REQUEST FOR SECOND APPRAISAL	<p>Upon the request by a teacher for a second appraisal, administrators shall contact the human resources department. A representative of the human resources department shall select the second appraiser from the list of PDAS appraisers approved by the Board. The teacher shall be given notice of the date and time of the second appraisal.</p> <p>The scoring of each domain in the first and second appraisal shall be calculated with a weight of 50 percent given to the first appraisal and a weight of 50 percent given to the second appraisal.</p> <p>If the first appraiser has determined that an intervention plan is needed as a result of the initial appraisal, the plan shall remain in place and must be completed regardless of the results of the second appraisal.</p>
FREQUENCY OF APPRAISALS	<p>Due to the transition from the Professional Development and Appraisal System (PDAS) to the T-TESS, no appraisal waivers shall be granted for the 2016–17 school year.</p>
TEACHER IN NEED OF ASSISTANCE	<p>A teacher may be placed on an intervention plan at any time during the school year based on cumulative data and/or T-TESS.</p>
GRIEVANCES	<p>Complaints regarding teacher appraisal shall be addressed in accordance with DGBA(LOCAL).</p>