



UNITED INDEPENDENT SCHOOL DISTRICT AGENDA ACTION ITEM

TOPIC: First and Final Reading of Policy DNA (LOCAL): Performance Appraisal – Evaluation of Teacher

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

APPROVED FOR TRANSMITTAL TO SCHOOL BOARD: _____

DATE ASSIGNED FOR BOARD CONSIDERATION: July 20, 2016

RECOMMENDATION:

It is recommended that the Board of Trustees approve First and Final Reading of Policy DNA (LOCAL): Performance Appraisal – Evaluation of Teacher.

RATIONALE:

BUDGETARY INFORMATION:

BOARD POLICY REFERENCE AND COMPLIANCE:

PERFORMANCE APPRAISAL
EVALUATION OF TEACHERS

DNA
(LOCAL)

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| T-TESS | <p>The District shall appraise teachers using the Texas Teacher Evaluation and Support System (TTESS) 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> |
| 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 EVALUATIONS | <p>In addition to meeting the eligibility requirements in state rules to be eligible for less-than-annual evaluations under the T-TESS , a <u>teacher shall:</u></p> <ol style="list-style-type: none">1. Be employed on an educator term or continuing contract;2. Hold SBEC certification;3. Be assigned in his or her certification area;4. Have received a proficient rating on the last two consecutive appraisals;5. Have been employed by the District for at least three years; <u>and served on the current campus for at least 2 years;</u> <u>and</u> <p>Have not been placed on a teacher in need of assistance plan. <u>Have no areas of improvement needed noted on the Goal Setting Professional Development (GSPD) or reprimand issued regarding an instructional issue.</u></p> |
| 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 at their discretion consistent of the best interests of the campus needs.</p> <p>A teacher's supervisor shall have the authority to return a teacher to the traditional appraisal <u>an annual</u> cycle as a result of performance deficiencies documented in accordance with state rule or at their discretion consistent with the best interests of the campus needs.</p> |

PERFORMANCE APPRAISAL
EVALUATION OF TEACHERS

DNA
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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.~~ **and a professional development goal setting and development plan.**

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.