



SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

Agenda Item Summary

Meeting Date: July 21, 2025

Agenda Section: Discussion and Possible Action

Agenda Item Title: Amendments to Board Policy DNA (LOCAL)

From/Presenters: Rita Uresti, Executive Director of Human Resources

Description: Updates made to Board Policy Board Policy DNA (LOCAL) will allow South San Antonio ISD to utilize the NIET Teaching and Learning Standards Rubric. The NIET Teaching and Learning Standards Rubric is designed to support improvements in classroom instruction. By clearly defining effective teaching and student-centered instruction, it provides teachers with a roadmap for strengthening their practice, facilitates high-quality coaching, and fosters collaboration around best instructional practices.

Historical Data: South San Antonio ISD has partnered with NIET since October 2024 to support the following campuses: Shepard Middle School, Carrillo Elementary, Palo Alto Elementary, and South San High School under the Effective Schools Framework Grant. This partnership is focused on enhancing instructional leadership, building teacher capacity, and driving student achievement and will continue during the 2025–26 school year. Most recently in April 2025, the board approved NIET's TAP system. The TAP system for Teacher and Student advancement focuses on attracting, developing, motivating, and retaining high-quality educators through a system of multiple career paths, ongoing professional growth, instructionally focused accountability, and performance-based compensation. TAP aims to improve student achievement by enhancing teacher effectiveness and building strong school leadership.

Recommendation: Approve the amendments to Board Policy DNA (LOCAL) as presented.

Purchasing Director and Approval Date: Not applicable

Funding Budget Code and Amount: Not Applicable

Goal: 2. SSAISD will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

PERFORMANCE APPRAISAL
EVALUATION OF TEACHERS

DNA
(LOCAL)

**National Institute For
Excellence In
Teacher/Teaching
and Learning
Standards Rubric
T-TESS**

The District shall appraise teachers using the **National Institute For Excellence In Teacher/Teaching and Learning Standards Rubric** ~~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.

Annual Appraisal

District teachers shall be appraised annually.

Exception

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 **Teaching and Learning Standards Rubric** ~~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).