

**Board Agenda Action Item**  
**Texas Teacher Evaluation and Support System (T-TESS)**  
**2<sup>nd</sup> Reading of Proposed Board Policy DNA (Local)**  
Tuesday, August 23, 2016

**SUMMARY:**

Texas Teacher Evaluation and Support System (T-TESS) is the Commissioner recommended teacher evaluation system for the state of Texas starting in the 2016/2017 school year. T-TESS was created for teachers by teachers and is aligned with the Texas Teacher Standards (TAC, Chapter 149, Section 149.1001). In consideration of the Denton Independent School District adopting T-TESS as the approved teacher evaluation system, the proposed changes to DNA (Local) are hereby submitted for 2<sup>nd</sup> reading and subsequent approval by the Board of Trustees.

**PREVIOUS BOARD ACTION:**

On Tuesday, February 9, 2016, the Board of Trustees was provided with an introduction and overview of T-TESS, which was created for teachers by teachers and is aligned with the Texas Teacher Standards (TAC, Chapter 149, Section 149.1001). The Board of Trustees approved the first reading of this policy on August 9, 2016.

In follow up to the board workshop, the following activities were initiated:

- Teacher Informational Meetings:
  - PDAS Cadre/T-TESS Feedback Forum at Central Services
  - April 5, 2016 at Denton High School from 6:00-7:00 p.m. (23 attendees)
  - April 6, 2016 at Navo Middle School from 5:00-6:00 p.m. (25 attendees)
  - April 7, 2016 at McMath Middle School from 4:00-5:00 p.m. (32 attendees)
- Board report to share feedback received from teacher informational meetings on April 18, 2016.
- Negotiated and secured professional development related to coaching for campus administrators in collaboration with ESC Region XI
- In collaboration with ESC Region XI, the District has hosted 5 sessions of T-TESS training during the months of May – July to ensure all Denton ISD campus administrators had access to and received required training.
- In report to the Board of Trustees, provided an update of the above activities and actions and reviewed proposed board policy DNA (Local) from TASB on July 26, 2016.

**BACKGROUND INFORMATION:**

Please reference summary and actions provided above.

**SIGNIFICANT ISSUES:**

**FISCAL IMPLICATIONS:**

During the 2016 – 2017 school year (phase in period), Educational Service Centers will provide training and support for district appraisers at no charge. Our current appraisal system (PDAS) is housed within Eduphoria. There is an anticipated, yet undetermined cost, to update our current evaluation database to accommodate T-TESS. Curriculum and Instruction, Academic Programs, and Human Resources are collaborating on training, support, and systems required for implementation with minimal cost.

**BENEFIT OF ACTION:**

Advantages: Texas Teacher Evaluation and Support System (T-TESS) was developed by teachers for teachers, so that the evaluation process promotes professional growth at all levels of the organization. It is designed to support teachers and promote specific and targeted feedback

which results in an improvement in practice. T-TESS promotes ongoing, supportive, and meaningful dialog centered on continuous improvement in teaching and learning. T-TESS is the approved teacher evaluation system for the state of Texas and will receive ongoing support from the Education Service Centers and TEA.

Disadvantages: Implementing T-TESS will require training for all campus administrators, administrative support teams, and teachers. Coaching conversations and implementation with fidelity will require time intensive support.

**PROCEDURAL AND REPORTING IMPLICATIONS:**

Negotiated and secured professional development related to coaching for campus administrators in collaboration with ESC Region XI. In collaboration with ESC Region XI, the District has hosted 5 sessions of T-TESS training during the months of May – July to ensure all Denton ISD campus administrators had access to and received required training. Accommodations and support have been arranged for each campus to provide the required teacher training and overview of the T-TESS.

**PUBLIC COMMENT RECEIVED:**

None

**ALTERNATIVES:**

Advantages: Texas Teacher Evaluation and Support System (T-TESS) was developed by teachers for teachers, so that the evaluation process promotes professional growth at all levels of the organization. It is designed to support teachers and promote specific and targeted feedback which results in an improvement in practice. T-TESS promotes ongoing, supportive, and meaningful dialog centered on continuous improvement in teaching and learning. T-TESS is the approved teacher evaluation system for the state of Texas and will receive ongoing support from the Education Service Centers and TEA.

Disadvantages: Implementing T-TESS will require training for all campus administrators, administrative support teams, and teachers. Coaching conversations and implementation with fidelity will require time intensive support.

**OTHER COMMENTS:**

None

**SUPERINTENDENT’S RECOMMENDATION:**

It is recommended the Board of Trustees adopt the Texas Teacher Evaluation and Support System as the teacher evaluation system for the District. In doing so, it is recommended the Board of Trustees adopt the proposed changes to DNA (Local) as drafted by TASB on second reading.

**STAFF PERSONS RESPONSIBLE:**

Tracy Johnson, Coordinator of Human Resources  
Gwendolyn M. Perkins, Area Superintendent of Academic Programs

**ATTACHMENT:**

Proposed DNA (Local) drafted by TASB

**APPROVAL:**

Signature of Staff Member Proposing Recommendation: Tracy Johnson & Gwendolyn M. Perkins

Comments: \_\_\_\_\_

Signature of Divisional Assistant Superintendent: Gwendolyn M. Perkins

Comments: \_\_\_\_\_

Signature of Superintendent: \_\_\_\_\_

Comments: \_\_\_\_\_