

***Killeen Independent School District
Board Agenda Item Information Sheet***

Date: March 10, 2026

Agenda Item Caption: Discussion Regarding Revisions to Board Policy DNA (LOCAL) Performance Appraisal Evaluation of Teachers

Purpose of Agenda Item: Information only.

Administrative Recommendation: Add item to the consent agenda for the March 24, 2026, Board meeting.

Background Information: Killeen ISD utilizes the T-TESS appraisal system as a key component in determining Teacher Incentive Allotment (TIA) eligibility and designation levels. The 2026–2027 school year will serve as the district’s TIA renewal application year and a data capture year for eligible teachers. During a data capture year, appraisal data is required for teachers assigned to TIA-eligible courses in order to meet Texas Education Agency (TEA) requirements for designation determination. As a result, Killeen ISD will no longer be able to offer T-TESS appraisal exemptions for teachers serving in TIA-eligible courses during the 2026–2027 data capture year. To ensure alignment with TEA requirements and to protect the integrity of the district’s TIA renewal application, the district is recommending an update to DNA local policy to remove appraisal exemptions for teachers assigned to TIA-eligible courses.

Fiscal Analysis: None

Regulatory Requirement: None

Contact Person for Additional Questions/Information:

Name: Susan Buckley, Assistant Superintendent for Curriculum and Instruction & William Baker, Assistant Superintendent for Human Resources

Email address: Susan.buckley@killeenisd.org, William.baker@killeenisd.org

Telephone Number: 254-336-2650 & 254-336-0043

Attachments: 1) Board Policy Revisions Draft
2) Presentation

Signature Requested: No