

**Belton Independent School District**  
***Board of Trustee Meeting Agenda Item***

***July 21, 2025***

**Item:** District Local Policy Update - 2nd Reading

**Contact Person:** Todd Schiller

**Presented for:** ☒ Action    ☐ Report Only

**Supporting Documents:**    ☐ None    ☒ Attached    ☐ Provided Later

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**District Goal or Objective Addressed:**

Goal 3: Attract, retain and support a world-class team of employees.

**Background Information:**

**DNA(LOCAL): Performance Appraisal: Evaluation of Teachers**

The administration recommends changes to our [DNA \(LOCAL\)](#) policy regarding Teacher Performance Appraisals. These changes will align our appraisal process with the Teacher Incentive Allotment (TIA) program. Currently, our policy permits less frequent than annual observations for some teachers. However, the TIA program requires full annual appraisals for all teachers eligible to receive TIA funds. To meet this requirement, the revised policy will mandate comprehensive appraisals, including observations, walkthroughs, and summative, for all TIA-eligible areas. As the TIA program expands in the coming years, more teachers will become eligible for these funds. Consequently, the number of teachers receiving less frequent observations will decrease, ensuring all eligible educators receive the required annual appraisals.

**Fiscal Implications:**

None.

**Administrative Recommendation(s):**

Approve the proposed changes for DNA(LOCAL) as presented.