What is T-TESS?

T-TESS is the Texas Teacher Evaluation and Support System. It is a new teacher appraisal system for the state of Texas designed to support teachers in their professional development and help them grow and improve as educators. It was piloted by approximately 60 districts in the 2014-2015 school year and 200 districts in the 2015-2016 school year. It will become the state recommended system starting with the 2016-2017 school year.

What are the components of T-TESS evaluation and on what are teachers rated?

T-TESS has two components, a 16 dimension rubric and student growth.

NOTE: Student growth will not be implemented statewide until the 2017-2018 school year.

Districts have the option to keep final ratings either at the dimension level, which would lead to a teacher receiving 16 dimension ratings and a rating for student growth, or districts can produce a single summative rating, which would require districts to weight student growth at least at 20% of the total rating.

T-TESS AT A GLANCE

THREE MAIN COMPONENTS OF T-TESS

1 Measure of Student Growth

Districts have the option to utilize one or more of the following four student growth measures:

- student learning objectives
- student portfolios
- pre- and post-test results on district-level assessment results, or
- value-added data based on student state assessment results

2 Evaluation Cycle

Evaluation cycles consist of:
- pre-conference
- observation(s)
- post-conference

3 Goal Setting and Planning Professional Development

FOUR AREAS TEACHERS ARE APPRAISED ON

- **Professional Practices & Responsibilities**
- **Learning Environment**
- **Instruction**
- **Planning**

TEACHERS ARE EVALUATED UNDER THE FOLLOWING CATEGORIES

1. Distinguished
2. Accomplished
3. Proficient
4. Developing
5. Improvement Needed

Categories are ordered from highest ranking to lowest ranking

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Four Domains of the T-TESS Rubric

PLANNING	INSTRUCTION
1. Standards and Alignment 2. Data and Assessment 3. Knowledge of Students 4. Activities	1. Achieving Expectations 2. Content Knowledge and Expertise 3. Communication 4. Differentiation 5. Monitor and Adjust
LEARNING ENVIRONMENT	**PROFESSIONAL PRACTICES AND RESPONSIBILITIES**
1. Classroom Environment, Routines and Procedures 2. Managing Student Behavior 3. Classroom Culture	1. Professional Demeanor and Ethics 2. Goal Setting 3. Professional Development 4. School Community Involvement

How was T-TESS developed?

T-TESS was developed by a steering committee comprised of teachers, principals, and representatives from higher education and educator organizations. They began their work in the fall of 2013 by updating teacher standards and, through the spring of 2014, continued with building a rubric tied to the standards. While the Texas Comprehensive Center at SEDL and the Texas Education Agency (TEA) facilitated the process, T-TESS is a system designed by educators to support teachers in their professional growth.

How will the TEA support school districts toward implementing the new system?

TEA, in conjunction with the National Institute for Excellence in Teaching (NIET), provided statewide "train the trainer" sessions at Education Service Centers (ESCs) during the spring of 2015 to prepare a cadre of experts to train district appraisers for the 2015-2016 refinement year and the 2016-2017 statewide rollout.