

PROPOSED REVISIONS 5.28.26

Note: This local policy has been revised in accordance with the District's [innovation plan](#).¹

**Friendswood ISD
Texas Teacher
Evaluation and
Support System
(T-TESS)**

In accordance with the District's innovation plan, the District is exempt from state laws regarding teacher appraisal. The formal appraisal of District teachers shall be in accordance with a local appraisal system developed in compliance with statutory provisions and state rules.

The Friendswood ISD Texas Teacher Evaluation and Support System (T-TESS) allows teachers to be appraised by formal and informal walk-throughs and other relevant documentation such as student performance, classroom management, professional development, leadership, observations, collaborative conferences, and goal-setting activities. The T-TESS shall include domains related to planning, instruction, learning environment, and professional practices and responsibilities.

The District shall establish an appraisal calendar each year.

Annual Appraisal

All teachers shall receive at least five formal observations totaling 45 minutes annually. All teachers shall also be required to complete the student and professional goals document, participate in a fall semester goal-setting conference and an end-of-year (EOY) conference, and complete any other requirements imposed by the Superintendent.

This annual appraisal requirement applies to all teachers, including those designated under the Teacher Incentive Allotment (TIA) program, except those who qualify for less-than-annual appraisals in accordance with this policy.

Exception

Teachers who are eligible for less frequent evaluations in accordance with law [see DNA(LEGAL)] and the local criteria established in this policy shall be appraised in accordance with the provisions below.

**Less-Than-Annual
Eligibility**

A teacher shall be eligible to be appraised without formal observations if he or she:

1. Is not teaching in a TIA eligible content area;
2. Has been employed by the District for more than two consecutive years;
3. Has not received a score of "improvement needed" on any dimension of the prior year's rubric;

4. Has not been placed on a growth plan;
5. Has not had any concerns expressed by his or her appraiser or other administrators; and
6. Has completed the Domain IV-only agreement.

The EOY appraisal document for a teacher not required to be assessed in all domains of T-TESS shall include the T-TESS Domain IV, which includes:

1. Professional Demeanor and Ethics;
2. Goal Setting;
3. Professional Development; and
4. School Community Involvement.

Any domain may be scored for teachers not scheduled to be appraised in the complete T-TESS by using data from walk-throughs if the documentation has been shared with the teacher.

Teachers eligible for less-than-annual formal observations shall still be observed at least ~~twice~~ ~~once~~ annually through ~~a formal~~ ~~an informal~~ walk-through.

Frequency

Eligible teachers shall be formally appraised every three years.

At any time, a principal may determine that five formal observations totaling 45 minutes are needed even in a year that a teacher has not been scheduled to be appraised in Domains I-III. In the event that a principal determines five formal observations totaling 45 minutes are needed in a year when all domains are not scheduled to be evaluated, the principal shall notify the teacher in writing of the principal's intent to complete five formal observations totaling 45 minutes at least 10 days before any observation, but the actual observation may not be scheduled. The result shall be an appraisal reflecting all domains of the T-TESS.

Alternate
Appraisers

The list of qualified appraisers who may appraise a teacher in place of the teacher's supervisor shall be approved by the Board.

Second Appraisal

Upon a teacher's request for a second appraisal, the second appraiser shall be selected from a pre-established roster of trained appraisers.

The formal observation for a second appraisal shall be unscheduled.

PERFORMANCE APPRAISAL
EVALUATION OF TEACHERS

DNA
(LOCAL)

Scores	The Board shall ensure that the Superintendent establishes procedures regarding how domain scores from first and second appraisals will be used.
Annual Review Process Local System	<p>In the years in which an appraisal is not scheduled for an eligible teacher, he or she shall follow the procedures outlined in the District's local appraisal system.</p> <p>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.</p>
Regulations	The Superintendent may adopt regulations to clarify this policy or impose additional requirements not inconsistent with this policy.

¹ Innovation Plan: <https://www.myfisd.com/explore-fisd/district-of-innovation>