

LOCAL POLICY INFORMATION 2023-2024



T-TESS

T-TESS:

The District shall appraise teachers using the Texas Teacher Evaluation and Support System (T-TESS) in accordance with law and administrative regulations. The Board shall approve a list of certified appraisers who can appraise a teacher in place of the teacher's supervisor.

2023-2024 SCHOOL YEAR T-TESS CERTIFIED APPRAISERS:

- SHANE CONKLIN
- CARRIE GARZA
- BRIAN KROEGER
- BRANDI PERKINS
- SONYA SIMPSON
- TAMMY PARKER
- JESSICA SOWELL
- PATRICIA TILLER
- KRISTY STEPP
- DAWN JACKSON
- STEPHANIE MORSE
- HARRISON GILLASPY
- MOLLY BUFORD
- JOHNATHAN ANDREWS
- NICHOLE GARDNER
- ALLEN PAINTER
- JOHN DEBROCK
- BAY HILL
- TAMEKA MARTIN
- ADAM LIRA
- KRISTY DIETRICH
- LAURA WILDMAN
- ORLANDO VARGAS
- ELYSE MCGINNIS
- LISA STEPHENS

ANNUAL APPRAISAL:

District teachers shall be appraised annually.

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:

In addition to meeting the eligibility requirements in state rules, to be eligible for less-than-annual evaluations under the T-TESS, a teacher shall:

1. Be employed on an educator term contract;
2. Have been employed by the District for at least three years; and
3. Have served at the current campus for at least one year.

FREQUENCY:

Eligible teachers shall be appraised every three years. During any school year when a complete appraisal is not scheduled for an eligible teacher, either the teacher or the principal may require that an appraisal be conducted by providing written notice to the other party. A teacher's supervisor shall have the authority to return a teacher to the traditional appraisal cycle as a result of performance deficiencies documented in accordance with state rule.

ANNUAL REVIEW PROCESS:

In the years in which a T-TESS appraisal is not scheduled for an eligible teacher, the teacher shall participate in an annual review process that includes the elements listed in state rule. 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.