



UNITED INDEPENDENT SCHOOL DISTRICT AGENDA ACTION ITEM

TOPIC: Approval to Update Policy DNA (LOCAL)

SUBMITTED BY: Emma Leza, Executive Director for Instructional Accountability

OF: Curriculum and Instruction Department

APPROVED FOR TRANSMITTAL TO SCHOOL BOARD:

DATE ASSIGNED FOR BOARD CONSIDERATION: February 20, 2019

Recommendation:

Update Policy DNA (LOCAL) to include annual review process for Student Growth Measure Rating as required by 19 Texas Administrative Code 150.1001(f)(2) and 150.1002(d).

Rationale:

After the 2017-18 pilot, all districts must include a Student Growth Measure Rating for all teachers beginning with the 2018-19 school year.

Budgetary Information:

None

Board Policy Reference and Compliance:

Compliance with 19 Texas Administrative Code: Commissioner's Rules Concerning Educator Appraisal

PERFORMANCE APPRAISAL
EVALUATION OF TEACHERS

DNA
(LOCAL)

T-TESS	<p>The District shall appraise teachers using the Texas Teacher Evaluation and Support System (T-TESS) in accordance with law and administrative regulations and upon approval of the Board.</p> <p>The Board shall approve a list of certified appraisers who can appraise a teacher in place of the teacher's supervisor.</p>
Annual Appraisal	District teachers shall be appraised annually.
<i>Exception</i>	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	<p>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:</p> <ol style="list-style-type: none">1. Be employed on an educator term or continuing contract;2. Hold SBEC certification;3. Be assigned in his or her certification area;4. Have been employed by the District for at least three years; and5. Have no areas of "improvement needed" noted on the Goal Setting Professional Development (GSPD) plan or reprimand issued regarding an instructional issue.
<i>Frequency</i>	<p>Eligible teachers shall be appraised every two years.</p> <p>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.</p> <p>A teacher's supervisor shall have the authority to return a teacher to the annual appraisal cycle as a result of performance deficiencies documented in accordance with state rule.</p>
<i>Annual Review Process</i>	<p>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 a GSPD plan and a Student Growth Measure rating.</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>