

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: August 25, 2025

Agenda Item: J.3

Board Goal: Community Relations

Subject: Consideration and possible approval of Certified Appraisers and Future Certified Administrators for the 2025-2026 School Year

Administrator Responsible/Position: Christina Courson, Chief Human Resources Officer

A. Purpose of Agenda Item:

☒ Action needed

☐ Information only

☐ Receive input

B. Authority for This Action:

☒ Local Policy

☒ Law or Rule

☐ N/A

DNA – Performance Appraisal:
Evaluation of Teachers

C. Goal or Need Addressed:

Request for approval of the list of Certified Appraisers for teachers

D. Summary:

☒ Previous board action relating to this item: August 2024

☒ Future action anticipated: Annually

☒ Background information: In accordance with the 19 TAC §150.1005, the teacher appraisal process requires at least one certified appraiser. An appraiser must be the teacher's supervisor or a person approved by the board.

E. Comments Received:

☒ Cabinet

☐ DLT

☐ FBOC

☐ Teacher Org. Reps.

☐ Other

F. Administrative Recommendation:

Expected results in terms of student benefit/achievement – Our teachers will be evaluated and coached by trained appraisers to improve instruction.

G. Fiscal Impact and Cost: Amount: N/A

☐ Budget

☐ Bond

☐ Grant/Special Funds

☐ Other

H. Monitoring and Reporting Time Line:

Person responsible for evaluating this decision or action – Christina Courson

Evaluation method and timeline – Human Resources will ensure that teachers are evaluated only by certified T-TESS appraisers using the appraisal calendar.

I. Suggested Motion:

I move that the Hays CISD Board of Trustees approve teacher appraisers and any future certified administrators for the 2025-2026 school year, as presented.