

Executive Summary

Prepared for Board of Trustees Meeting

July 26, 2016

Texas Teacher Evaluation and Support System (T-TESS) Update and Implications to Board Policy DNA (Local)

Board Goals:

Vision – Develop and maintain a culture where learning remains our first priority and establish goals for individual campuses that incorporate both measurable and intangible factors.

Teaching & Learning – Develop academic skills and interpersonal relationships necessary for student success in college, the workplace and for life; establish quality staff development programs that promote professional learning communities; stay abreast of and incorporate best practices into teaching, learning, technology and leadership; and, advocate and practice true accountability based on measurement of individual student progress over time, regardless of external mandates.

Climate – Encourage and nourish a safe learning and compassionate working environment which ensures open and transparent communication and is supportive, cooperative, and ethical; establish a high expectation level for success for all students, staff, parents, and community; instill in students a love of life-long learning; and, motivate and prepare students to embrace their full responsibilities and obligations as active citizens of their community, nation, and world.

Human Resources – Develop and expect a consistently high level of, and respect for, professional performance by all staff; and, encourage all teachers and staff to pursue advanced professional development and degrees within their specialty area.

Growth, Change & Fiscal Responsibility – Create and continuously modify strategies to mitigate increasing stresses on our children, our schools and our community

Purpose of Report:

To provide the Board of Trustees an update related to the implementation of Texas Teacher Evaluation and Support System (T-TESS). On Tuesday, February 9, 2016, the Board of Trustees was provided with an introduction and overview of T-TESS, which was created for teachers by teachers and is aligned with the Texas Teacher Standards (TAC, Chapter 149, Section 149.1001).

In follow up to the board workshop, the following activities have been initiated:

- Teacher Informational Meetings
 - April 5, 2016 at Denton High School from 6:00-7:00 p.m. (23 attendees)
 - April 6, 2016 at Navo Middle School from 5:00-6:00 p.m. (25 attendees)
 - April 7, 2016 at McMath Middle School from 4:00-5:00 p.m. (32 attendees)

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- Board report to share feedback received from teacher informational meetings on April 18, 2016.
- Negotiated and secured professional development related to coaching for campus administrators in collaboration with ESC Region XI
- In collaboration with ESC Region XI, the District has hosted 5 sessions of T-TESS training during the months of May – July to ensure all Denton ISD campus administrators had access to and received required training.
- Reviewed proposed board policy DNA (Local) from TASB.

Objectives:

- Provide an update of the Texas Teacher Evaluation and Support System (T-TESS) in consideration of approving T-TESS as the Denton ISD system of appraisals for our teachers.
- Provide information related to follow up activities initiated after the T-TESS workshop was conducted on February, 9, 2016.
- Provide the proposed changes to DNA (Local) policy in consideration of approval of T-TESS in the District (attached).

Operational Impact:

During the 2016 – 2017 school year (phase in period), Educational Service Centers will provide training and support for district appraisers at no charge. Our current appraisal system (PDAS) is housed within Eduphoria. There is an anticipated, yet undetermined cost, to update our current evaluation database to accommodate T-TESS. Curriculum and Instruction, Academic Programs, and Human Resources are collaborating on training, support, and systems required for implementation with minimal cost.

Results:

Advantages: Texas Teacher Evaluation and Support System (T-TESS) was developed by teachers for teachers, so that the evaluation process promotes professional growth at all levels of the organization. It is designed to support teachers and promote specific and targeted feedback which results in an improvement in practice. T-TESS promotes ongoing, supportive, and meaningful dialog centered on continuous improvement in teaching and learning. T-TESS is the approved teacher evaluation system for the state of Texas and will receive ongoing support from the Education Service Centers and TEA.

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Disadvantages: Implementing T-TESS will require training for all campus administrators, administrative support teams, and teachers. Coaching conversations and implementation with fidelity will require time intensive support.

Other Options:

The District could continue to utilize the Professional Development and Appraisal System (PDAS), but must incorporate a student growth measure for the 2017 – 2018 school year. With an incorporated student growth measure, the District must formally adopt the amended PDAS evaluation system as our local evaluation system. The District may also choose to develop and formally adopt an independent evaluation system designed specifically for the District, but must ensure state compliance. NOTE: PDAS will no longer be supported by Educational Service Centers and/or TEA. If the District adopts the amended PDAS evaluation system, but moves to T-TESS in later years, the District will incur significant costs for training and support for campus administrators, administrative support teams, and teachers.