

Teacher Appraisals – DNA(LOCAL)

T-TESS or Local Appraisal System?

Districts may use T-TESS or a locally developed appraisal system that meets the requirements of the Texas Administration Code.

- ✓ Our district will use T-TESS.
- Our district will use a locally developed appraisal system.

Less-Than-Annual appraisal criteria

Districts may appraise all teachers annually or may establish criteria for eligibility for less-than-annual appraisal.

- Our district will appraise all teachers annually.
- ✓ Our district will determine criteria for less-than-annual appraisal for teachers.

Districts may select criteria for less than annual appraisal. If a district is using T-TESS, these are ***in addition to*** those already required by the Texas Administrative Code (at least proficient on nine of 16 dimensions, no area of improvement needed on any dimension, students performing adequately).

Some possible criteria include:

- ✓ Employed on an educator term contract
- Employed on a continuing contract (doesn't apply to most districts)
- ✓ Hold SBEC certification
- ✓ Assigned to his or her certification area
- ✓ Employed by the District for at least 5 years
- ✓ Served in the current teaching assignment for at least 2 years
- Served at the current campus for at least years
- Supervised by the current principal for at least years
- Other: _____

Frequency of Less-Than-Annual Appraisals

Teachers must be appraised at least every five years. How often will teachers eligible for less-than-annual appraisals be appraised?

- ✓ Every two years
- Every three years
- Every four years
- Every five years