

PERFORMANCE APPRAISAL  
EVALUATION OF TEACHERS

DNA  
(LOCAL)

**PROPOSED REVISIONS**

**T-TESS**

The District shall appraise teachers annually using the Texas Teacher Evaluation and Support System (T-TESS) in accordance with law and administrative regulations.

District teachers shall receive one formal observation, two formal walkthroughs, and a summative annually. Additional walkthroughs may be conducted by any certified appraiser.

The Board shall approve a list of certified appraisers who can appraise a teacher in place of the teacher's supervisor.

Annual Appraisal

District teachers shall be appraised annually with a summative annual appraisal.

*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 observation under the T-TESS, a teacher shall ~~have~~:

1. Be currently employed on an educator term contract;
2. Have received ratings of accomplished or distinguished on at least 10 of the 17 dimensions and have no areas that are below proficient on the previous school year' appraisal or ratings of at least proficient on 17 of the 17 dimensions on the previous year's summative annual appraisal;
3. Not be seeking Teacher Incentive Allotment (TIA) designation;
4. Not be participating in the Teacher Incentive Allotment (TIA) program; and
5. Have served as a teacher at the current campus during the previous year.

~~— Been employed by the District for at least one year.~~

*Frequency*

Eligible teachers shall participate in the full observation cycle ~~follows~~ every ~~three~~ two years if the eligible teacher has received ratings of accomplished or distinguished on 10 of the 17 dimensions and no areas that are below proficient.

- ~~• Every two years if the eligible teacher has received ratings of at least proficient on 17 of the 17 dimensions.~~

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Teachers that qualify for a less-than annual appraisal shall receive two formal walkthroughs, possible additional walkthroughs, and an annual summative evaluation.

When a principal is new to the campus, if a teacher's assignment changes on the same campus or a teacher transfers between schools within the District, the principal has the discretion to place an eligible teacher on a less than annual appraisal.

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*

All teachers shall participate in a summative annual appraisal process that includes the elements in state rule.

The summative appraisal shall reflect observations, walkthroughs, student data, and any other documentation related to the T-TESS dimensions.

The annual review process shall produce a document to be presented to the teacher, signed by the teacher and supervisor, and maintained in the personnel file.