

PROPOSED REVISIONS

T-TESS

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

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.

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 evaluations under the T-TESS, a teacher shall:

1. Be employed on an educator term contract;
2. Hold SBEC certification; and
3. Have been employed by the District for at least one year.

Frequency

An eligible teacher shall be appraised every two years if the teacher:

1. Not be participating in the Teacher Incentive Allotment (TIA) program~~Is designated as "exemplary" under the Teacher Incentive Allotment (TIA) program; or~~ and
2. ~~Teaches a course that is not part of the TIA program and r~~Re-ceived at least a "proficient" rating in all sixteen dimensions and student learning objectives (SLOs) identified in T-TESS in the most recent full appraisal.

An eligible teacher shall be appraised every three years if the teacher:

1. Not be participating in the Teacher Incentive Allotment (TIA) program~~Is designated as "master" under the TIA program; or~~ and
2. ~~Teaches a course that is not part of the TIA program and r~~Re-ceived at least an "accomplished" rating in all dimensions of domains 2 and 3 and at least a "proficient" rating in all dimensions of domains 1 and 4 and the SLOs identified in T-TESS in the most recent full 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 who is not scheduled for a full appraisal due to an exemption shall sign a form indicating agreement to not be formally appraised for the current school year.

A teacher's supervisor shall have the authority to return a teacher to the traditional appraisal in accordance with state rules for reasons including, but not limited to, the teacher being new to a campus, grade level, or content area, or deficiencies documented in accordance with job-related teacher performance through formal classroom observation and cumulative data or third-party information documented by the appraiser and shared in writing with the teacher within ~~ten~~10 working days of the appraisers knowledge.

*Annual Review
Process*

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 the elements listed in state rule.

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.