

T-TESS-TEACHER
APPRAISAL SYSTEM

~~The District shall appraise teachers annually 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.~~ T-TESS is a process that seeks to develop habits of continuous improvement with evidence-based feedback and professional development decisions based on that feedback through ongoing dialogue and collaboration.

Components of the appraisal process, such as classroom observations and walk-throughs, will be conducted as frequently as necessary to ensure that teachers receive appropriate guidance.

GENERAL
REQUIREMENTS

The District will establish an appraisal calendar each year, and provide the calendar to teachers within the first three weeks of the school year.

Veteran teachers will be formally observed in the classroom one time unless the appraiser deems additional observations to be necessary. New teachers and teachers new to the district will be formally observed in the classroom two times unless the appraiser deems additional observations to be necessary. A classroom observation will be an instructional period or a complete lesson within an instructional period that consists of a minimum of 45 minutes of instruction.

NOTICE

The formal observation for a teacher's appraisal will be announced by date and time.

APPRAISER

Each teacher will be appraised by a certified appraiser. If the certified appraiser is not the teacher's supervisor, the appraiser will be selected from the list of certified appraisers approved by the Board.

SECOND APPRAISER

A teacher may request a second appraiser within ten working days of receiving a written observation summary or a written summative annual appraisal report. If a teacher requests a second appraisal by another certified District appraiser, the second appraiser will be determined in accordance with the following:

- Upon a teacher's request for a second appraiser, the second appraiser shall be selected through a random drawing, by the teacher, from a Board-approved list of alternate appraisers.
- The second appraiser shall give the teacher advance notification of the one-week window in which an observation may take place.

- The first and second appraisals shall be averaged together to determine the final appraisal domain scores.

TEACHER RESPONSE
AND REBUTTAL

A teacher may submit a written response or rebuttal within ten working days of receiving a written observation summary, a written summative annual appraisal report, or any other written documentation associated with the teacher's appraisal.

GRIEVANCES

Complaints regarding a teacher appraisal should be addressed in accordance with DGBA (LOCAL).