

PERFORMANCE APPRAISAL  
EVALUATION OF TEACHERS

DNA  
(LOCAL)

T-TESS	<p>The District shall appraise teachers using the Texas Teacher Evaluation and Support System (T-TESS) in accordance with law and administrative regulations.</p> <p>The Board shall approve a list of certified appraisers who can appraise a teacher in place of the teacher's supervisor.</p>
ANNUAL APPRAISAL	District teachers shall be appraised annually.
EXCEPTION	<p>During the transition period (as defined in administrative regulations), the District may, with the teacher's written consent, waive the annual appraisal requirements for a teacher who was eligible for less-than-annual evaluations under the District's former appraisal system.</p> <p>Administrative regulations shall define any additional criteria and transitional information during the transition period.</p>
FREQUENCY	<p>During the transition, the District shall ensure that not more than three years elapses since a teacher's most recent evaluation.</p> <p>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.</p> <p>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.</p>
ANNUAL REVIEW PROCESS	<p>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.</p> <p>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.</p>