



TO: Teachers
FROM: Dolloress Johnson, Executive Director, Human Resources
DATE: August 4, 2025
RE: Less than Annual T-TESS Appraisal

Under the updated Arlington ISD Board Policy DNA (Local), the District makes available the opportunity to receive a full T-TESS appraisal less than annually, if the teacher agrees in writing. Eligible teachers will only be fully appraised every three years, so long as the teacher retains eligibility for such waiver. Eligibility requirements include:

- Employed in Arlington ISD for a minimum of 3 years.
- Hold SBEC certification.
- Assigned to his/her certification area; and
- Employed on an educator term or continuing contract. (Probationary contracts are not eligible.)
- A teacher must have received summative ratings of at least “Proficient” on nine of sixteen dimensions in the most recent full appraisal; and
- The most recent full appraisal did not identify any area of deficiency (defined as a rating of “Improvement Needed” or its equivalent) on any of the sixteen dimensions

Teachers who meet the criteria for less-than-annual appraisals will engage in an annual review process with an assigned administrator to include the following:

- Goal Setting and Development of a Student Learning Objective (SLO)
- Walkthroughs
- Assessment of their performance in T-TESS Dimension 4: Professional Practices and Responsibilities:
 - Dimension 4.1 Professional Demeanor and Ethics.
 - Dimension 4.2 Goal Setting.
 - Dimension 4.3 Professional Development; and
 - Dimension 4.4 School/Community Involvement.

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 has the authority to return a teacher to the traditional appraisal cycle because of performance deficiencies documented in accordance with state rule.

If you believe you are eligible to request a waiver, meet with your appraiser to discuss eligibility and sign the waiver in Eduphoria Strive by October 31, 2025.