
Note: This local policy has been revised in accordance with the District's [innovation plan](#).¹

**Appraisal System
T-TESS**

The District shall be exempt from state laws regarding teacher appraisal. The District shall appraise teachers using a local appraisal process for less-than-annual evaluations and T-TESS for annual evaluation with criteria developed in accordance with the District's innovation plan and the policy below.

The District shall appraise teachers using the Texas Teacher Evaluation and Support System (T-TESS) in accordance with state 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 the District's district of innovation plan, administrative regulations, and the locally established criteria in regulations shall be appraised in accordance with the provisions below.

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 principal or assistant principal shall have the authority to return a teacher to the traditional appraisal cycle as a result of performance deficiencies documented or at the principal or assistant principal's discretion.

**Annual Review
Process**

In the years in which a full T-TESS appraisal is not scheduled for an eligible teacher, the teacher shall participate in an annual review process in accordance with the process detailed in administrative regulations.

The alternative 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.

¹ Innovation Plan: <https://www.ltisdschools.org/domain/862>