

Appraisal System	The District shall appraise teachers annually using the Texas Teacher Evaluation and Support System (T-TESS) in accordance with law, the District's innovation plan, and administrative regulations.
Annual Appraisal	District teachers shall be appraised annually.
<i>Exception</i>	Teachers who are eligible for less frequent evaluations in accordance with the local criteria established in this policy shall be appraised in accordance with the provisions below.
Less-Than-Annual <i>Eligibility</i>	<p>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 agree in writing and shall:</p> <ol style="list-style-type: none">1. Be employed on an educator term contract;2. Be assigned in his or her state or local certification area;3. Have been employed by the District for at least three consecutive years;4. Have served in the current teaching field for at least three years;5. Have been evaluated using T-TESS.
<i>Frequency</i>	<p>Eligible teachers shall be appraised every three years.</p> <p>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.</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>
<i>Annual Review Process</i>	<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>