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| Appraisal System | The formal appraisal of District teachers shall be in accordance with the Texas Teacher Evaluation and Support System (T-TESS) or the District's Alternate Appraisal System(s) (AAS) developed in compliance with statutory provisions and state rules. |
| General Requirements | <p>District teachers shall be appraised annually.</p> <p>The District shall establish an appraisal calendar each year.</p> <p>The District's AAS shall be developed in collaboration with the administration and the District- and campus-level decision-making committees and shall be detailed in administrative regulations.</p> <p>Components of any appraisal system shall ensure that teachers receive appropriate guidance and feedback and may include, but are not limited to, a written self-assessment, formal and informal observations, classroom walk-throughs, student learning indicators, and conferences. The T-TESS and AAS shall produce a written document to be presented to the teacher, signed by the teacher and supervisor, and maintained in the personnel file.</p> |
| T-TESS | The list of qualified T-TESS appraisers who may appraise a teacher in place of the teacher's supervisor shall be approved by the Board. |
| Alternate Appraisers | |
| Second Appraisal | Upon a teacher's request for a second T-TESS appraiser, the Superintendent or designee shall select the second appraiser from a pre-established roster of trained appraisers. |
| Scores | The Board shall ensure that the Superintendent or designee establishes procedures regarding how domain scores from first and second T-TESS appraisals will be used. |
| Grievances | Complaints regarding teacher appraisal shall be addressed in accordance with DGBA(LOCAL). |