

PROPOSED REVISIONS

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

Appraisal System

IN ACCORDANCE WITH THE DISTRICT'S INNOVATION PLAN, the District ~~has~~ **IS EXEMPT FROM** ~~waived provisions in state laws~~ regarding the appraisal of teachers, to the extent that state standardized test (state-mandated assessment) scores be used as one of the evaluation measures for teachers.

~~Local Appraisal Process~~

~~The District shall appraise teachers annually using a local appraisal process and evaluation criteria developed in accordance with established District standards and administrative regulations.~~

Texas Teacher Evaluation and Support System (T-TESS)

The appraisal of District teachers shall be in accordance with the Texas Teacher Evaluation and Support System (T-TESS), on an annual basis, in accordance with legal requirements.

Less-Than-Annual Evaluations (Waivers)

However, District teachers who are employed under continuing and term contracts and meet the statutory criteria for less-than-annual appraisals [see DNA(LEGAL)] shall be evaluated every third year. Teachers on probationary contracts shall not be eligible for waivers.

Length of Waivers

Teachers who meet the identified criteria as listed under Less-Than-Annual Evaluations shall be eligible for a two-year appraisal waiver and shall have a T-TESS appraisal at least once during each three-year period.

Reinstatement of T-TESS Appraisal

During any school year when a complete T-TESS appraisal is not scheduled for a teacher on a less-than-annual appraisal schedule, either the teacher or the principal may require that an appraisal be conducted by providing written notice to the other party. [See DNA(REGULATION)]

~~Less-Than-Annual Evaluation Cycle Transition~~

~~The less than annual evaluation cycle established under the Professional Development and Appraisal System (PDAS) shall transition to the T-TESS without interruption in the 2016-17 school year. For teachers appraised with PDAS, eligibility for continuing less-than-annual evaluation in T-TESS shall be determined using PDAS eligibility rules until the teacher's three-year evaluation cycle ends and a T-TESS appraisal is conducted.~~

¹ Innovation Plan: <https://www.episd.org/Page/542>