
NOTE: THE BOARD HAS ADOPTED AN INNOVATION PLAN WAIVING ALL OR A PORTION OF STATE LAW. THE DISTRICT'S INNOVATION PLAN MAY BE FOUND AT [HTTP://WWW.EPISD.ORG/COMMUNITY/DOCS/LIC/FINAL_LOCAL_INNOVATION_PLAN_05-17-16.PDF](http://www.episd.org/community/docs/lic/final_local_innovation_plan_05-17-16.pdf). THIS LOCAL POLICY HAS BEEN REVISED TO REPLACE STATE LAW WAIVED BY THE DISTRICT'S INNOVATION PLAN.

APPRAISAL SYSTEM	The District has waived provisions in state law regarding the appraisal of teachers, to the extent that state standardized test (state-mandated assessment) scores be used as a 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 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 ARE NOT 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 PROFESSIONAL DEVELOPMENT AND APPRAISAL SYSTEM (PDAS) WILL TRANSITION TO THE T-TESS WITHOUT INTERRUPTION IN THE 2016-2017 SCHOOL YEAR. FOR TEACHERS APPRAISED WITH PDAS, ELIGIBILITY FOR CONTINUING LESS-THAN-ANNUAL EVALUATION IN T-TESS WILL BE DETERMINED USING PDAS ELIGIBILITY RULES UNTIL THE TEACHER'S THREE-YEAR EVALUATION CYCLE ENDS AND A T-TESS APPRAISAL IS CONDUCTED.

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