

Italy Independent School District
A District of Innovation



Texas Teacher Evaluation and Support System
(T-TESS)
&
Texas Principal Evaluation and Support System
(T-PESS)

District Guidelines

Italy ISD is a District of Innovation (DOI)

The DOI Plan may be found on the district's website.

Adopted May 15, 2017

As a District of Innovation, Italy ISD has selected to use T-Tess as the foundation of the appraisal system. Some components of T-Tess may have been changed to meet local best practices.

Texas Teacher Evaluation and Support Services

Teacher Evaluators T-TESS:

Superintendent, Director, Principals	<ul style="list-style-type: none"> • Jason Lawson • LaKesha Bass • Dr. Michelle Schwind
<i>Teacher Evaluators must be recertified to perform evaluations on an annual basis with the Texas Education Agency.</i>	
Four Domains of the T-TESS Rubric	
Planning	Instruction
<ul style="list-style-type: none"> • Standards and Alignment • Data and Assessment • Knowledge of Students • Activities 	<ul style="list-style-type: none"> • Achieving Expectations • Content Knowledge and Expertise • Communication • Differentiation • Monitor and Adjustment
Learning Environment	Professional Practices and Responsibilities
<ul style="list-style-type: none"> • Classroom Environment, Routines and Procedures • Managing Student Behavior • Classroom Culture 	<ul style="list-style-type: none"> • Professional Demeanor and Ethics • Goal Setting • Professional Development • School Community Involvement
Requirements vs. Recommendations based on best practices	
Requirements	Recommendations
One observation per year	Multiple observations - formal and informal
45 minute minimum for observation	Observations should be lesson length (beginning, middle, and end)
No requirements for announce versus unannounced	At least one announced and one formal observation with a minimum of six walk-throughs
Post conference within 3 business days unless the teacher waives the conference	Post conference within 48 hours in-person (Feedback)
Pre-conference is optional	Pre-conferences should take place for all announced observations

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2019-2020 Italy ISD Appraisal Calendar

T-Tess Orientation Session

August 12-31, 2019

* Principals must provide T-Tess orientation for all teachers during the above period

Appraisal Period Begins

August 20, 2019

Goal Setting & Professional Development Plan

August 19, 2019–September 13, 2020

*Part I: Data Analysis and Goal Setting of the Teacher Self-Assessment and Goal Setting document must be provided to the appraiser via Strive within four weeks of the first day school

Informal Observations & Walk-Throughs:

August 19, 2019 –May 22, 2020

Teachers will receive written feedback on Eduphoria within 5 business days.

Formal Observation:

September 3, 2019-May 1, 2020

Teachers will receive written feedback on Eduphoria within 5 school business days.

Post-Conference Period:

September 3- May 1, 2020

No formal observations the following days;

First Semester

November 22

December 20

Second Semester

March 6

April 9

May 22

End-Of-Year Conference

Must be completed by Friday **May 1, 2020**. (15 working days prior to the end of instruction).

End-of-Year Conference may NOT be waived.

Part II: Goal Reflection of the Teacher Self-Assessment & Goal Setting document must be provided to the appraiser no less than five business days before the End-of-year Conference. Every returning teacher will set goals for the next school year.

End-of-Year Summative Scores:

Must be shared with teacher no later than two school business days after the End-of-Year Conference.

Appraisal Period Ends:

Friday May 22, 2020

Completed Appraisals Due to Central Admin:

Friday May 29, 2020

