



Texas AFT

American Federation of Teachers

www.texasaft.org // 800-252-9350

T-TESS

TEXAS TEACHER EVALUATION AND SUPPORT SYSTEM

T-TESS is an *optional* state-developed evaluation system for teachers that can replace PDAS. It will be available statewide in the 2016-2017 school year.

According to the system's developer, the Texas Comprehensive Center, T-TESS differs from PDAS in the following ways:

- ▶ Teachers will have input in setting and monitoring their own goals and growth throughout the year and appraisers are supposed to "provide the support that teachers need to achieve their goals."
- ▶ T-TESS does not require "improvement plans," but instead uses data from pre-conferences, observations, post-conferences, end-of-year conferences, the Goal Setting & Professional Development Plan process, and other documented sources as an "ongoing process to promote and track professional growth."
- ▶ Professional development is not isolated in single-year snapshots of performance, but is continuous and consistently building off prior efforts.

Beginning with the 2017-2018 school year, districts that choose to use T-TESS shall include the academic growth of the teacher's students at the individual teacher level as measured by one or more of the following student growth measures:

1. Student learning objectives (long-term goals for student learning crafted by teachers and administrators);
2. Student portfolios;
3. Pre- and post-test results on district-level assessments; or
4. Value-added data based on student state assessment results

Student growth shall count for at least 20% of a teacher's summative score IF the district chooses to calculate a single overall summative appraisal score.

Learn More

Visit Texas AFT online at www.texasaft.org/T-TESS to read more about the Texas Teacher Evaluation and Support System.

Contact your local Texas AFT representative for T-TESS training today: