# Running TES FAQ

*The following questions have been submitted by teachers, leaders, and SDMC members throughout the TES engagement process. This document will continue to be updated as more questions arise.*

## Evaluation

1. **What additional components would be included on top of Student Achievement, Quality of Instruction and Planning & Professionalism Rubric?** The two other components we are considering including are the Campus Action Plan and Student Survey (about teacher). The final components will be decided based on recommendations from the SDMCs and DAC. SDMCs and DACs are considering input from the November TES Teacher Survey.
2. **What encompasses the Planning & Professionalism domain?** Teachers will be scored on a HISD-created Planning & Professionalism rubric at the end of the year and this score will count for their evaluation. The rubric is still in draft form but will include lesson planning and/or internalization, data-driven planning, high-performance culture, and professional expectations. The rubric will be similar to the currently used T-TESS Domain 4 Professionalism rubric.
3. **How soon will we know what percentage each individual section will weigh into our evaluation?** The first draft of the TES evaluation will be released to the HISD community on January 17th, 2025. This draft will include the draft percentage weightings for each individual section. The final draft of the TES evaluation will be released on February 21st; the weightings and components are unlikely to change between first and final draft.
4. **How will the components that want to be added to the evaluation affect each individual group? Will it be the same percentage for each group or different?** The TES evaluation system is designed to apply a consistent framework across all teacher groups. However, specific metrics, such as student achievement, will vary depending on the teacher’s role. For example, teachers of tested grades and subjects may have STAAR results included, while others may use alternative assessments like DIBELS, CIRCLE, or AP scores. Additionally, if student survey about teacher is included, a separate weighting will be given to PreK-2nd grade teachers, as those teachers are ineligible for student survey. This will be released in the first draft.
5. **How much impact will we be able to have on the evaluation? Will our feedback make a difference in the overall evaluation?** Educator feedback is a key driver in the design of the TES. The creation of the system depends on the input of teachers and leaders. Below are all of the ways in which educators have and will provide feedback throughout the design process:
   1. **Trailblazer program:** Principals and teachers from 18 opt-in Trailblazer campuses have been engaging in intensive design work since August serving as an advisory committee on the TES process.
   2. **TES Teacher Survey:** All teachers in the district had the opportunity to provide input on the TES design via a survey sent out in November; 79% of teachers participated.
   3. **TES Talks and TES Trainer program:** One staff member per campus has been designated as the TES Trainer. The TES Trainer is trained by central office monthly on TES updates and brings these updates to their campuses via a TES Talk. Feedback from campuses is then reported back to central office via the TES Trainer; Trainers submit a monthly survey with feedback and questions from their teachers. This feedback is collected and analyzed by the central office TES team.
   4. **SDMCs:** Many teachers serve on SDMCs. SDMCs are tasked with using data from the TES Teacher Survey to vote on the overall components and framework for TES, as well as specific other portions of the evaluation. In this way, teacher voice is directly dictating the overall design of TES.
   5. **Focus groups:** Teachers may sign up for focus groups on specific topics in January and February, such as spot, Distinguished Teacher, Special Education, SLOs, and the Planning and Professionalism Rubrics. We are utilizing these focus groups to collect specific feedback on particular pieces of the evaluation. This feedback will guide our final draft.
6. **Will 2024-2025 rating count?** T-TESS evaluations for SY24-25 will still be valid. We are currently utilizing the T-TESS evaluation system, which rigorously measures teacher effectiveness through 65% quality of instruction and 35% student achievement.