

# TEACHER EXCELLENCE SYSTEM OVERVIEW

Research continuously identifies teacher effectiveness as the **most important school-based influence** on a student's academic achievement.

HISD is a district of high-quality educators who work continuously to improve student achievement and close opportunity gaps. A rigorous teacher evaluation system is crucial to ensuring that every student in every classroom across the district has access to the education they deserve. Since 2022, HISD has used T-TESS, the statewide teacher evaluation system that holds student achievement and quality of instruction at its core. Beginning in the SY25-26 school year, we will use HISD's own Teacher Excellence System (TES), pending board approval.

TES builds on the strong foundation of T-TESS and will potentially add additional components unique to HISD that better capture the holistic impact of teachers. TES is designed to support student growth, improve student outcomes, recognize and reward our highest-performing teachers, and support continuous professional growth.

Building TES requires the continuous input of HISD's educators. Since August, we have been working with a group of 18 diverse "Trailblazer" campuses to gather feedback and field test. We are now asking for help from the larger district. We are excited to gather feedback from our teachers and leaders on the following:

- **Components:** In addition to student achievement and quality of instruction, should HISD teachers be held accountable for student survey data, the success of their campus action plan, and teacher contributions to campus?
- **Weighting of components:** How much should each component be weighted in the evaluation?
- **Metric refinement:** How can we refine and improve some of the current metrics we use for student achievement and quality of instruction?

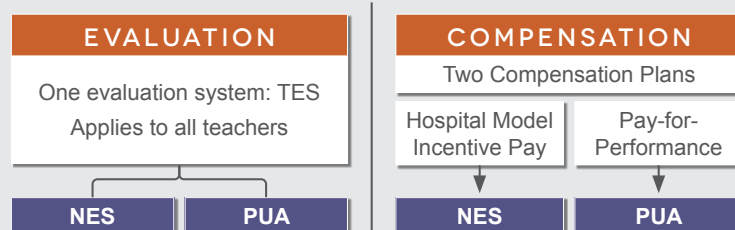
Please take the **information-gathering survey** this Tuesday, November 19th, and share how you feel about the topics above!

Compensation is separate from, but related to, teacher evaluation. NES teachers are already highly compensated and receive performance incentives via the hospital model. Beginning in SY26-27, teachers teaching outside of our NES campuses will be paid using

a pay-for-performance model that ties salary directly to their level of effectiveness. HISD will not reduce any individual teacher's base salary from School Year 2025-2026 as long as they remain in the same role.

In addition to HISD's focus on ensuring that our educators are well compensated, we also know that pay-for-performance systems positively impact student achievement. Dallas ISD, Texas' second-largest district, implemented teacher performance pay in 2016. The program raised students' math and reading achievement, and the average achievement at the lowest-performing schools rose nearly to the districtwide average.

## TWO DISTINCT PROCESSES



Continued teacher voice will ensure that the TES system accurately reflects the uniqueness of HISD. Based on your feedback, we will build a first draft of TES and share it with you in January. At that point, we will engage in more feedback opportunities via educator town halls, webinars, lunch and learns, and more!

In the meantime, we'd love for you to explore the following resources to learn more:

