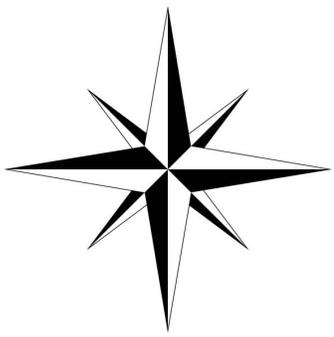


# TES Update to the Board of Managers

February 2025





*“The quality of the teacher is the single most important school-based influence on a student’s academic achievement.*

*No district can significantly improve academic achievement or student success if it does not know who is teaching effectively and if it does not have at least some degree of accountability for teaching effectively.”*

# We are engaging in wholesale systemic reform

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Instructional strategies & practices



High-quality instructional materials



Coaching & supporting teachers & principals



Monitoring & assessing instruction



Evaluation & accountability



High performance culture

# We are engaging in wholesale systemic reform

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Instructional strategies & practices



High-quality instructional materials



Coaching & supporting teachers & principals



Monitoring & assessing instruction

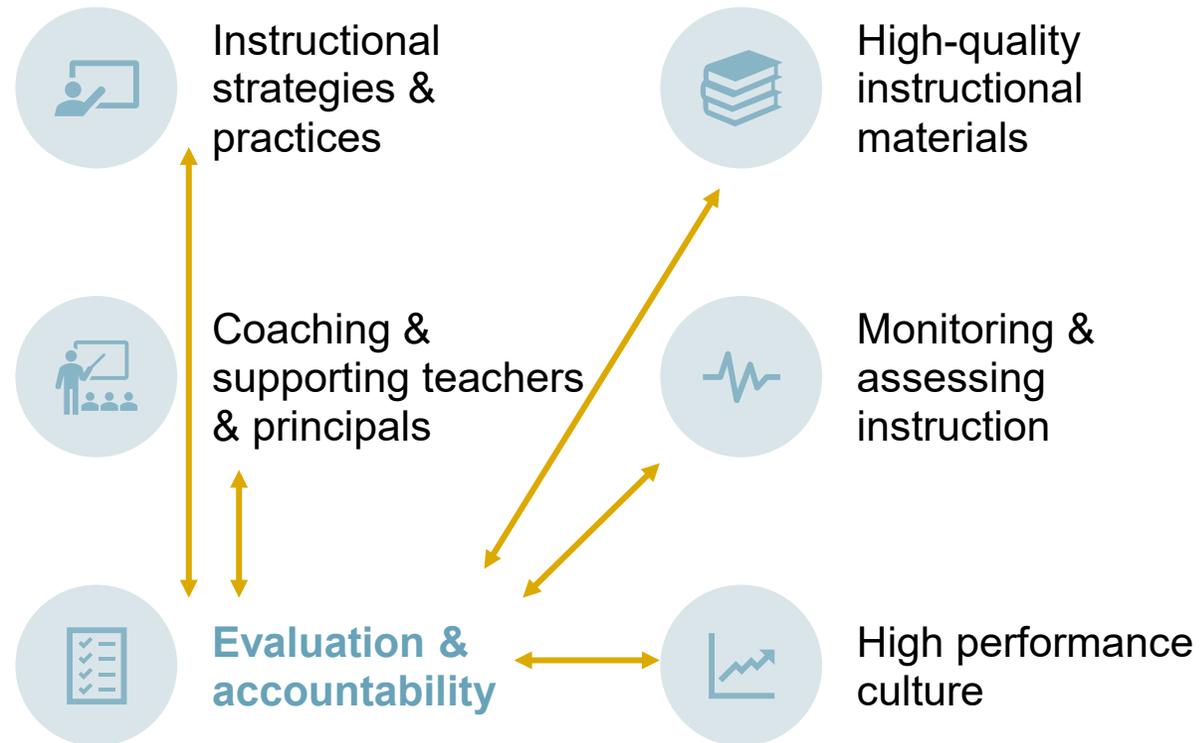


**Evaluation & accountability**



High performance culture

*“If teacher evaluation is disconnected from or has little meaning to the rest of the system, then that misalignment will cause dysfunction throughout the entire district.”*

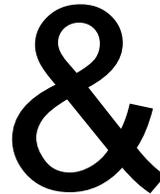


# Our charge

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Build a locally designed teacher evaluation system that **defines teaching excellence at HISD by...**

Remaining **anchored in outcomes-based measures** of student achievement & quality of instruction

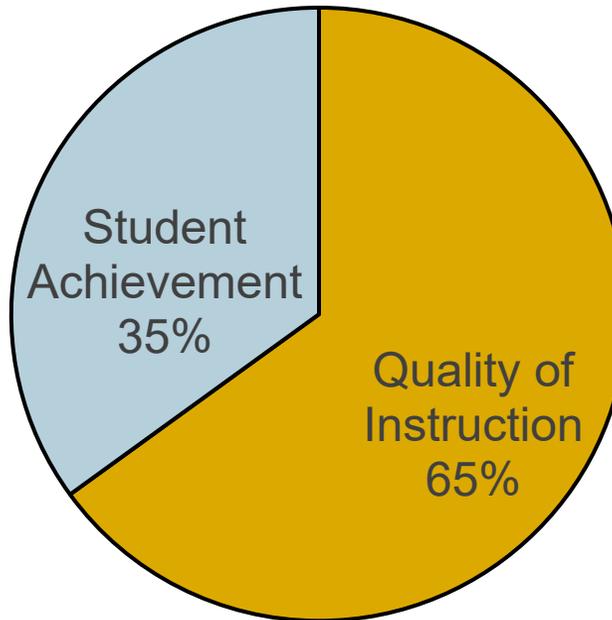


Reinforcing the **evidence-based strategies, behaviors, and systems** we utilize at HISD to drive student achievement

# We have built from our current T-TESS system

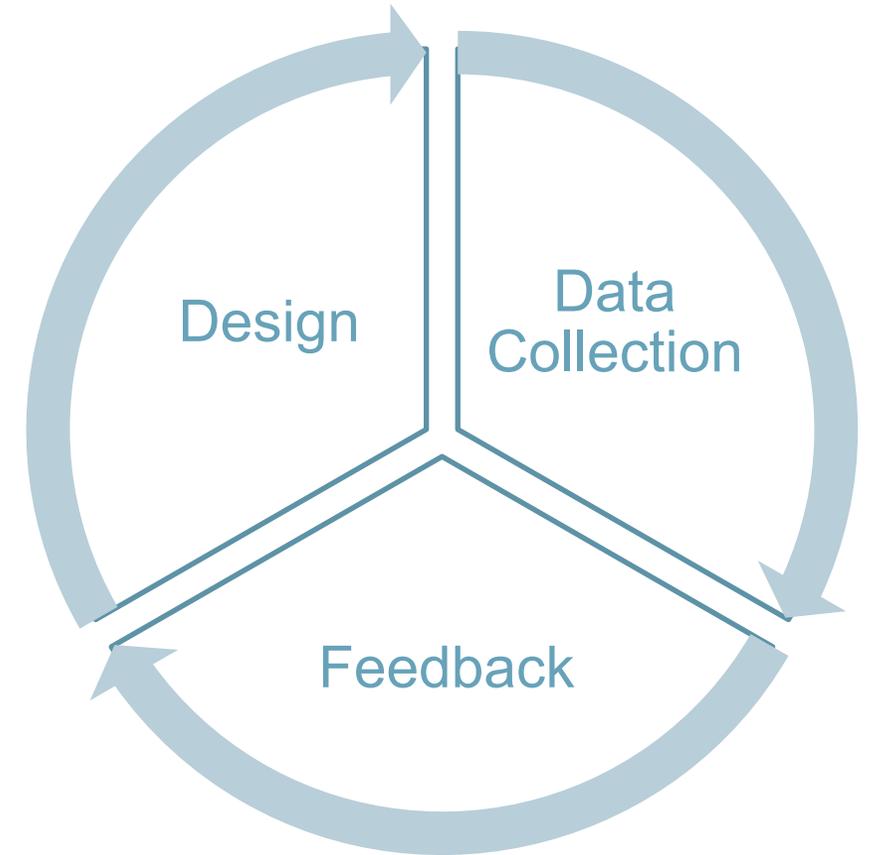
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SY23-24 & SY24-25

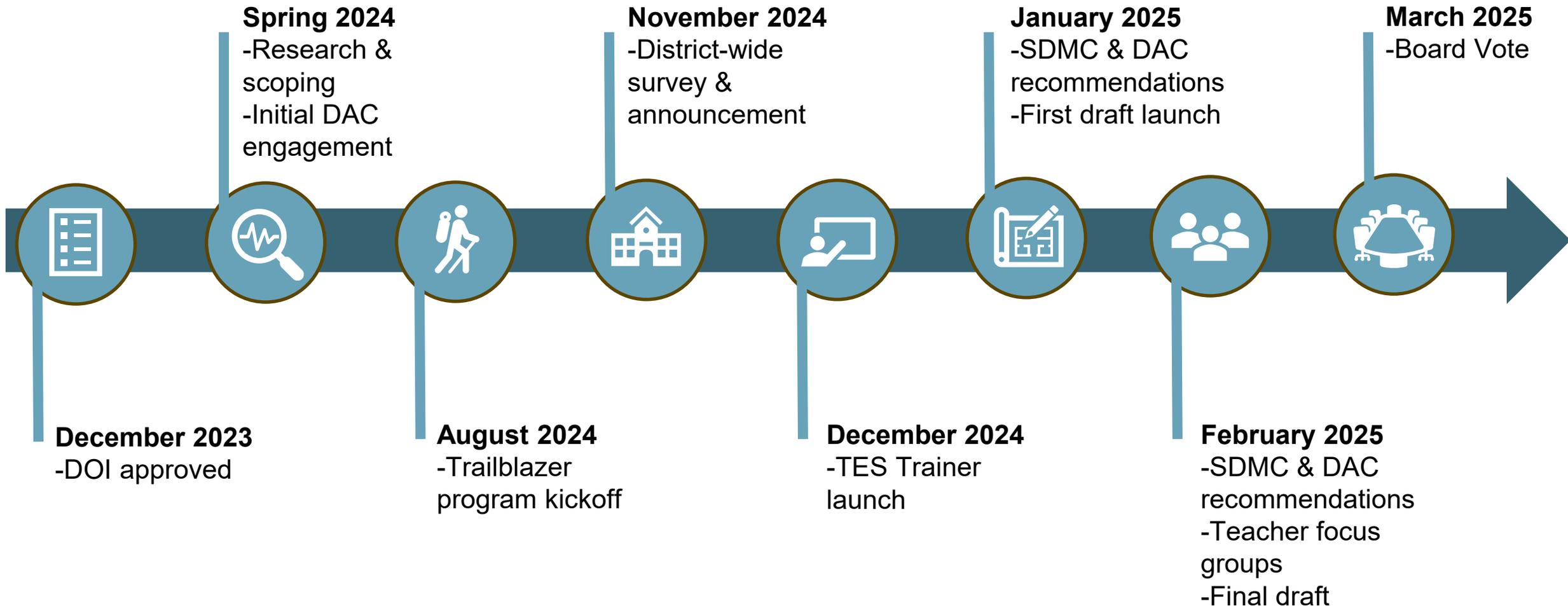


# We made commitments in this process

- The appraisal system shall be implemented no earlier than SY25-26, which will allow time for the District to engage in thoughtful **change management**, **community input**, and **collaboration**.
- During planning, the District will engage in rigorous **input sessions** with community groups such as Teacher Advisory Committees, Principal Advisory Committees, the District Advisory Committee and community members throughout the District.
- The District should ask for **input** on specific items which could include the weight of various components, distribution of ratings, number of observations, etc.
- Any student survey and input will be **designed** to be age appropriate and begin no earlier than the third grade.
- In the creation of the appraisal system, the District will **leverage best practices** from peer and national districts regarding teacher evaluation.
- The appraisal system will **leverage high-quality** elements of the current **T-TESS** system.
- Appraisers will **undergo rigorous training** and calibration systems prior to implementation to ensure evaluations are done equitably across the district.



# We have been engaged in a multi-year design process



# Teachers & leaders have driven this process

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**9,028**

Teachers & leaders completed TES survey

**100%**

Of campuses engaged SDMCs & held TES Talks

**~3,000**

SDMC & DAC members made a recommendation on TES framework

# We are so grateful for HISD engagement

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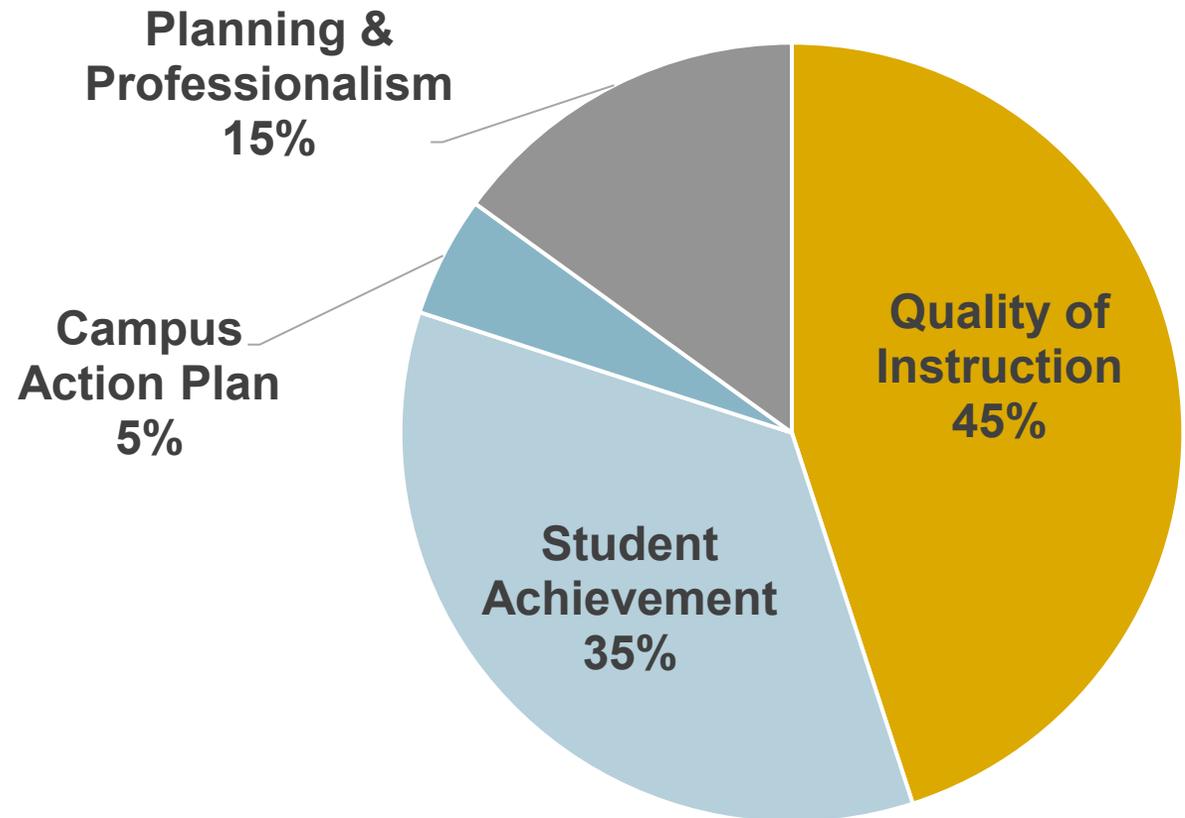


# We released our first draft on January 23<sup>rd</sup>

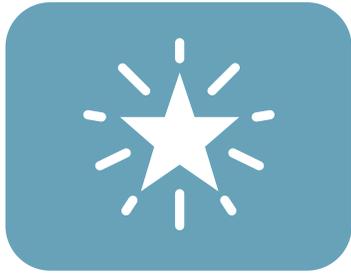
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## Teachers received:

- HISD Now video & For Teachers Only email blast
- For Teachers Only TES Resources page
- Campus session with their TES Trainer to learn more, ask questions, and provide feedback



# TES builds on T-TESS with four big innovations



**Recognizing a teacher's work outside the classroom**

*Planning & Professionalism Rubric*

*Distinguished Teacher Review*



**Ensuring a calibrated evaluator for every teacher**

*Streamlined teacher elevation process*

*Maximum number of spots*

*TES Evaluator Certification training & assessment*

*Video library & additional resources*



**Valuing a teacher's contribution to campus goals**

*Credit for performance on Campus Action Plan*



**Measuring growth & achievement for all subjects**

*Maintain both growth & achievement-based metrics*

*Group F menu of performance indicators.*

# Let's hear from our amazing educators

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Let's hear from our amazing educators!

Mandy Gutierrez



Valkeith Winters



# TES Final Draft will be released at the end of February

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