



## What is T-TESS?

T-TESS strives to capture the holistic nature of teaching – the idea that a constant feedback loop exists between teachers and students, and gauging the effectiveness of teachers requires a consistent focus on how students respond to their teacher’s instructional practices. For those reasons, each of the observable domains in T-TESS focuses on teachers and students rather than separating them out into separate domains. Ultimately, T-TESS is a process that seeks to develop habits of continuous improvement, and the process itself best leads to that outcome when appraisers and teachers focus on evidence-based feedback and professional development decisions based on that feedback through ongoing dialogue and collaboration.

## What are the components of T-TESS evaluation and on what are teachers rated?

T-TESS includes three components:

- Goal-setting and professional development plan
- The evaluation cycle (including: pre-conference, observation, post-conference)
- Student growth measure

## What the Four Domains of the T-TESS Rubric?

Four Domains of the T-TESS Rubric	
PLANNING	INSTRUCTION
1. Standards and Alignment 2. Data and Assessment 3. Knowledge of Students 4. Activities	1. Achieving Expectations 2. Content Knowledge and Expertise 3. Communication 4. Differentiation 5. Monitor and Adjust
LEARNING ENVIRONMENT	PROFESSIONAL PRACTICES AND RESPONSIBILITIES
1. Classroom Environment, Routines and Procedures 2. Managing Student Behavior 3. Classroom Culture	1. Professional Demeanor and Ethics 2. Goal Setting 3. Professional Development 4. School Community Involvement

## T-TESS AT A GLANCE

### THREE MAIN COMPONENTS OF T-TESS

#### 1 Measure of Student Growth

Districts have the option to utilize one or more of the following four student growth measures:

- student learning objectives
- student portfolios
- pre- and post-test results on district-level assessment results, or
- value-added data based on student state assessment results

#### 2 Evaluation Cycle

Evaluation cycles consist of:

- pre-conference
- observation(s)
- post-conference

#### 3 Goal Setting and Planning Professional Development

### FOUR AREAS TEACHERS ARE APPRAISED ON

#### Professional Practices & Responsibilities

#### Learning Environment

#### Instruction

#### Planning

### TEACHERS ARE EVALUATED UNDER THE FOLLOWING CATEGORIES

1. Distinguished
2. Accomplished
3. Proficient
4. Developing
5. Improvement Needed

Categories are ordered from highest ranking to lowest ranking

## How was T-TESS developed?

T-TESS was developed by a steering committee comprised of teachers, principals, and representatives from higher education and educator organizations. They began their work in the fall of 2013 by updating teacher standards and, through the spring of 2014, continued with building a rubric tied to the standards. While the Texas Comprehensive Center at SEDL and the Texas Education Agency (TEA) facilitated the process, T-TESS is a system designed by educators to support teachers in their professional growth.