



Creating the Narrative

Using Teacher Evaluation to Tell Your Story

Most school districts in Texas have adopted the state-recommended appraisal system as the process to appraise teacher performance. This instrument is the **Texas Teacher Evaluation and Support System or T-TESS**. Other school districts are implementing locally-developed teacher appraisal instruments; and others have adopted the **Professional Development Appraisal System (PDAS)**, which was the state recommended teacher appraisal instrument prior to the **T-TESS**.

Teacher evaluations exist for any number of reasons; however, the primary purpose must focus on improving teacher performance - the very practices and behaviors that are critical to student learning, achievement, and success. This represents the most significant reason for teachers to actively engage in their evaluation process. Your future success as a teacher rests almost entirely on your appraisal and you owe it to yourself to participate in the process and adopt a pro-active mindset rather than remain in a reactive mode. No one is better suited to tell the story of your classroom than you are. So, do it!

This third generation of teacher evaluation in Texas is intensive; to that end, rather than build a lot of information into this survival guide, we are providing links to access information about **T-TESS** and the **PDAS**. The information for **T-TESS** includes information developed by the **Texas Education Agency (TEA)** and **TSTA** and the **PDAS** information has been developed by **TEA**.

To better assist you in accessing information and resources about your respective teacher appraisal instrument, please consult the following links:

Texas Teacher Evaluation and Support System (T-TESS):

TSTA Resources (via **NEA edCommunities**): **Join NEA edCommunities** and then join the TSTA-Teacher Evaluation Group. This group includes access to the following:

- Online Teacher Evaluation Manual
- Introduction to Teacher Evaluation in Texas
- Effective Teacher Evaluation Instruments
- Teach Appraisal Statutory Language
- Texas Teacher Evaluation and Support System (T-TESS)
- T-TESS Critical Elements
- TSTA's Teacher Self-Assessment and Goal Setting (GSPD) Toolkit
- TSTA's Observation Toolkit Part 1: From Pre-Observation to Observation
- TSTA's Observation Toolkit Part 2: From Observation to Post-Observation
- Artifacts and Portfolios
- Interactive Forms (forms are referenced in other sections but this folder contains all the interactive forms)
- Alignment of Suggested Artifacts with T-TESS Domains and Dimensions

Texas Education Agency

- **Teach For Texas**

Locally-Developed Teacher Appraisal Process

- Contact your TSTA Campus Representative, local association president, or **staff person**.
- Check your school district's website
- Contact the **TSTA Help Center** or by calling **877-275-8782 (ASK-TSTA)** if you have any questions or need additional support.

Professional Development Appraisal System (PDAS)

Professional Development Appraisal System (PDAS)

- Region 13 ESC PDAS Information. If this link has expired, PDAS resources should be available through your school district and contact the **TSTA Help Center** or by calling **1-877-275-8782 (ASK-TSTA)** if you have any questions or need additional support.

If you have any questions about your teacher evaluation or need to take action against your school district for its failure to comply with policies and procedures for implementation of your teacher evaluation, please contact the **TSTA Help Center** or by calling **1-877-275-8782 (ASK-TSTA)**.