T-TESS Tips – May 2017

Timely Resources for T-TESS

On the [Teach for Texas Portal](#):
1. [T-TESS Teacher End-of-Year Conference Overview](#)
2. [T-TESS Appraiser End-of-Year Conference Overview](#)

Data Review

Once you have concluded your appraisals for the year, it's a good time for the district, if it hasn't already, to review appraisal data. This can inform:

- Common areas of refinement within a campus, grade, or subject for the purposes of planning professional development
- Which teachers could become effective coaches, mentors, and teacher leaders
- The extent to which appraisers are calibrated within and across campuses – is there a significant discrepancy in ratings when comparing one appraiser to another?
- The extent to which appraisal ratings match student learning data – does teacher proficiency generally align with student learning?

As has been mentioned before, the T-TESS rubric was written with a high ceiling so it could serve as a growth instrument for all teachers. Proficient is rock-solid teaching.

Please note that when you see a whole campus scoring, on average, above a 3.5 on any dimension (above the midpoint between Proficient and Accomplished), that's likely a sign that the appraiser(s) are not anchoring evidence to the rubric.

Any campus-wide dimension average above a 4.0 (especially on the dimensions covered in a classroom observation) is cause for alarm and suggests that there is little, if any, anchoring to the rubric.

For the process to effectively yield growth, ratings must be based on evidence mapped to the rubric, otherwise they have little meaning and are simply an extension of an appraiser's personality. An accurate understanding of practice is a necessary first step toward growth.

Student Growth

If you haven't already, please see the [Student Growth Guidance](#) on the [teachfortexas](#) site.

Please take advantage of your ESCs for support as you work through implementation. You can also contact Tim Regal at tim.regal@tea.texas.gov to talk through any part of the T-TESS process.