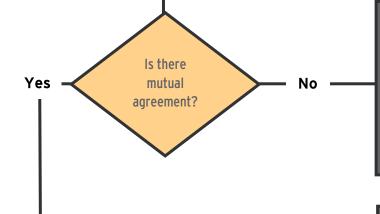
TEXAS TEACHER EVALUATION & SUPPORT SYSTEM (T-TESS)



Teacher Request for **Appeal of T-TESS Observation Outcomes (Form B)** stating the specific nature of the discrepancy, full disclosure of evidence of performance, and a statement of expected performance evaluation. This information shall be submitted to the **original appraiser** for additional consideration **within five (5) working days of the post-observation conference**.

The **appraiser** will consider the additional evidence provided and **meet with the teacher within ten (10) working days of the original post-observation** conference to review the information and discuss identified points related to performance in an effort to achieve a **mutual agreement**.



Yes

Is there

mutual

agreement?

No

IN THE EVENT OF NON-AGREEMENT

The teacher may request:

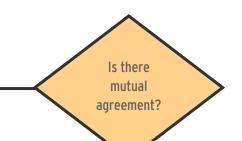
- I. a formal review of all documents related to the first observation, and
- 2. a second formal observation within ten (10) working days of the post-observation conference, using Form C, Teacher Appeal of T-TESS Observation Outcomes, and Request for Second Appraisal.

A T-TESS appraiser from the same school, who did not observe the teacher previously, will reassess all evaluation materials regarding the teacher's performance by reviewing existing evidence. After reviewing the information, the designated T-TESS appraiser will make a recommendation in writing regarding the T-TESS rating for the teacher. The recommendation may uphold the original rating, recommend modification to the original rating, or include a recommendation for a second observation.

If there is **no resolution to the non-agreement at the campus**, based on the administrative review process, the **teacher may continue the process for a second formal observation appraiser**, as identified in DNA (Regulation) (Local) and from a **list approved by the FWISD Board of Trustees annually**. The **second appraiser will follow the entire T-TESS process**, with the exception of the goal-setting conference.

When a second appraiser is used, scoring will be conducted as follows:

- A second appraisal will be conducted and scored by dimension;
- The original campus appraisal will count 60% by dimension;



- The second appraiser dimension scores will count 40%;
- These results will be shared with the teacher within the allotted 10 days to conduct the post observation conference by the second appraiser.

No

IN THE EVENT OF AGREEMENT

The T-TESS Observation is updated on Eduphoria, if needed. The Appeal Process is completed.

IN THE EVENT OF NO AGREEMENT

Yes

Should the **teacher's concerns not be resolved** through this collaborative process, the employee **may submit a formal grievance**. The Board has established a formal employee grievance procedure found in policy DGBA in the event the T-TESS appeal process does not resolve the concerns.