Strategic Direction – Effective Teachers Initiative: Appraisal & Development System Design Principles

1. The purpose of the new appraisal and development system will be to:
   - Ensure we have an effective teacher in every classroom.
   - Provide frequent, meaningful feedback to all teachers on their performance.
   - Accurately differentiate teacher performance across a continuum of effectiveness in order to recognize HISD’s top performing teachers and to provide intensive support to those in need of improvement.
   - Allow for targeted and individualized professional development opportunities for all teachers to support continuous professional learning and growth.
   - Define parameters for making key personnel decisions, such as contract granting and renewals, career leadership opportunities and compensation.

2. All teachers will be a part of the annual appraisal process.

3. Each teacher will be assigned an individual who is held accountable for conducting his or her appraisal and collaborating with teachers on their professional development. Such individuals will be trained on how to effectively conduct appraisals and collaborate with teachers on their development.

4. To be fair and accurate, teacher performance appraisals will incorporate multiple performance criteria, which include, per state statute, student performance, and discipline management. HISD will seek to measure student performance in part by student learning outcomes, indicated by both student mastery and improvement over time.

5. All teachers will receive targeted professional development and such development will be differentiated based upon performance level and individual needs. Teachers who fall below performance standards will be given additional, intensive support to improve.

6. All appraisal instruments will include clear performance standards and wherever possible, be centered on student performance and behavior.

7. A credible process to ensure reliability of teacher performance appraisal ratings will be included to ensure high-quality school-level implementation of the new system.

8. The new system will be informed by extensive stakeholder feedback and its design will be continuously revised based upon lessons learned through implementation and progress towards the system’s stated goal.