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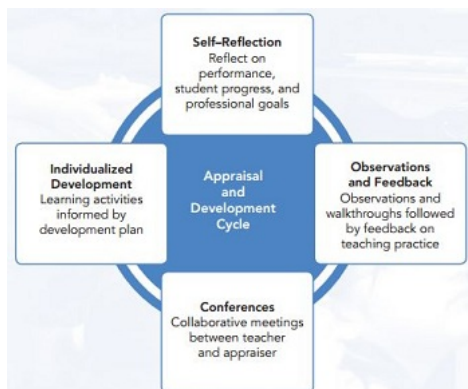
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Appraisal and Development Cycle

The appraisal and development system is designed to provide teachers regular feedback and individualized support that helps them grow professionally at every stage of their careers.

All teachers participate in the appraisal process every year. The appraisal and development cycle begins with a teacher's self-reflection, supported by observations and feedback from a trained appraiser. Three conferences with appraisers throughout the year allow for focused conversation on a teacher's goals, progress, and accomplishments.



The Three Performance Criteria

No single measure can tell the full story of a teacher's ability. The appraisal system recognizes the complexity of the teaching profession and gives teachers multiple ways to demonstrate their success. Appraisals are based on multiple measures in three performance criteria: Instructional Practice, Professional Expectations, and Student Performance.



Instructional Practice

The **Instructional Practice** criteria reflect the skills and knowledge that help teachers boost student learning. Teachers are assessed through classroom observations and given feedback on 13 instructional standards detailed in the instructional practice rubric.

Professional Expectations

The **Professional Expectations** criteria reflect a set of objective, measurable standards relating to a teacher's professionalism.

Student Performance

The **Student Performance** criteria reflect each teacher's individual impact on student learning. A teacher's primary responsibility is to help students learn, and including student performance in teacher appraisals keeps HISD'S focus on making sure all of our students are learning. To ensure fairness and appropriateness, multiple measures of student learning are used.

1. Value-added growth (e.g., EVAAS)
2. Comparative growth on district-wide assessments
3. Students' progress on district-wide or appraiser-approved assessment
4. Students' progress on district-wide or appraiser-approved performance tasks or products
5. Student attainment on district-wide or appraiser-approved assessments

Although "value-added" scores will generally be part of a teacher's appraisal when they are available, no teacher's Student Performance rating will be based solely on value-added data.

Every teacher receives ratings on each of the three performance criteria, which are combined to determine summative appraisal ratings of Highly Effective, Effective, Needs Improvement, or Ineffective.

Key Strategies

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"I like to show the hard work that I've done. And having the Student Performance component shows that, it proves that. It gives you the opportunity to not just say what you do, but back it up."
- Mario Sandoval, Teacher, Southmayd E.S.

"Any performance evaluation should consider a person's most important responsibilities, and our primary responsibility as teachers is helping our students learn. Simply put, there is no teaching without learning."
- *Houston Chronicle* op-ed, submitted by HISD teachers