

**DATE:** July 29, 2023  
**TO:** Teachers  
**FROM:** Dolloress Johnson  
Sr. Director - Human Resources , Employee Relations,  
Development & Risk Management  
**RE:** Less than Annual Formal Observation

Under Arlington ISD Board Policy DNA (LOCAL), a copy of which can be found [here](#)<sup>1</sup>, the District makes available to eligible teachers the opportunity to receive a full T-TESS appraisal less annually, if the teacher agrees in writing. Eligible teachers will be allowed to be fully appraised every t h , so long as the teacher retains eligibility for such waiver. An eligible teacher is:

- Employed in Arlington ISD for a minimum of 3 years;
- Holds SBEC certification;
- Is assigned to his/her certification area; and is
- Employed on an educator term or continuing contract. (Probationary contracts are not eligible)
- A teacher must have received summative ratings o9. 1.6(a)4 (c t)-64 (s)-5(t)-6ind snd of “Improvement Needed”

Teachers who meet the criteria for less-than-annual appraisals will engage in an annual review process with an assigned administrator to include the following:

A teacher's supervisor has the authority to return a teacher to the traditional appraisal cycle as a result of performance deficiencies documented in accordance with state rule and board policy.

If you signed a waiver in the 2022-23 School Year, you remain eligible for a T-TESS waiver unless you have been notified in writing by your administrator that you are returning to the traditional appraisal cycle. A waiver m  
you and your  
appraiser in Eduphoria Strive.

To request a waiver, meet with your appraiser to discuss eligibility and sign the waiver in Eduphoria Strive by **September 13, 2023**.