



Forney Independent School District

T-TESS Formal Observation Waiver Request

Teacher Name: _____ Employee Number: _____
School Year: _____

Formal Observation Waiver Requirements

- The employee is a teacher
- The employee is on a term contract
- The employee has completed three consecutive years of service in the District
- The employee is rated at least "Proficient" in twelve (12) dimensions
- The employee did not receive a rating in any dimension indicating an area of deficiency, defined as a rating of Improvement Needed
- The employee is not new to the building/campus (An approved exception to this requirement is if the staff member was selected to open a new campus, is teaching the same subject matter as the previous year, and is working with the same principal/appraiser.)
- The employee is not working in a new department or grade level
- The employee will be limited to two consecutive years for approved waivers
- The employee is not in a group being evaluated for designations through TEA's local designation component of Forney ISD's Teacher Incentive Allotment Plan
- The employee agrees in writing

This request indicates my desire to waive the formal observation component of the Texas Teacher Evaluation and Support System (T-TESS). I verify that I have met all of the aforementioned criteria to be exempt from the Texas Teacher Evaluation and Support System formal observation requirement as per policy DNA Local for the current school year as shown above.

I understand that the appraiser(s) will conduct a minimum of two walkthrough observations. If concerns are noted, a professional performance plan may be implemented. I am responsible for completing the Goal Setting, Professional Development Plan/Document, Student Learning Objective, and will participate in an end of year conference. I have received and understand the teacher appraisal procedures for the current school year.

A copy of this agreement signed by my supervisor/appraiser indicating approval, is evidence of the District's intent to waive the formal observation for the school year shown above. Both parties agree that the appraiser/supervisor may at any time based on performance deficiencies documented in accordance with commissioner's rules, place a teacher back on the traditional annual appraisal cycle.

I further acknowledge that if cumulative data attained through informal class visits, walk-throughs, conferences, or third-party sources as approved by commissioner rule indicate any deficiency (rating of Improvement Needed) in the Texas Teacher Evaluation and Support System performance criteria, I will then be subject to an annual formal observation either during the current school year or the next school year at the discretion of the campus principal.

Teacher Signature

Date

Status of Waiver Request: Approved _____ Unapproved _____

Appraiser/Supervisor Signature

Date