

***Killeen Independent School District
Board Agenda Item Action Sheet***

Date: March 24, 2026

Agenda Item Caption: Consideration of Revisions to Board Policy DNA (LOCAL) Performance Appraisal: Evaluation of Teachers

Purpose of Agenda Item: Action needed

Administrative Recommendation: Move to approve the proposed revisions to Board policy DNA (LOCAL) Performance Appraisal: Evaluation of Teachers.

Background Information: Killeen ISD utilizes the T-TESS appraisal system as a key component in determining Teacher Incentive Allotment (TIA) eligibility and designation levels. The 2026–2027 school year will serve as the District’s TIA renewal application year and a data capture year for eligible teachers. During a data capture year, appraisal data is required for teachers assigned to TIA-eligible courses in order to meet Texas Education Agency (TEA) requirements for designation determination. As a result, Killeen ISD will no longer be able to offer T-TESS appraisal exemptions for teachers serving in TIA-eligible courses during the 2026–2027 data capture year. To ensure alignment with TEA requirements and to protect the integrity of the District’s TIA renewal application, the District is recommending an update to Board policy DNA (LOCAL) Performance Appraisal: Evaluation of Teachers to remove appraisal exemptions for teachers assigned to TIA-eligible courses.

Fiscal Analysis: None

Regulatory Requirement: None

Contact Person for Additional Questions/Information:

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Attachments: Proposed Policy Revisions

Signature Requested: No