



TEACHER APPRAISAL AND DEVELOPMENT SYSTEM - TADS

Supporting Best Practices
TADS@Houstonisd.org

September 2016

Resources

Goalbook is a web-based resource that will help teachers design rigorous instruction for ALL learners using the principles of **Universal Design for Learning (UDL)**. Goalbook will also assist with crafting standards-based goals that include levels of support for scaffolding instruction (**L-3**). Goalbook is available to all HISD instructional personnel in the HUB under Teacher Productivity or Goalbook Access Request, which is found on the Special Education website under [Employee Resources](#). Click on logo to request access.



DID YOU KNOW?

TADS Talk Saturdays: Have questions about the Teacher Appraisal and Development System?

Come to Chavez High School on Saturday, Sept. 17, for the first *TADS Talk Saturday*. You may arrive for one of three concurrent 90-minute sessions that start at 8:30 a.m. and end at 1:30 p.m. The sessions will address policy, professional communication, questions, and how to take a leading role in the TADS processes. For more information regarding TADS or TADS Talk Saturdays, email TADS@houstonisd.org.

Upcoming TADS Activities

- Despite the **September 18th** date for Measures Worksheets please **do not attempt to work in the Student Performance tool** until further notice. You should however still be setting learning goals from your scholars. Be prepared but even better prepare your students (That is a **level 4** practice)!
- The TADS Update Online Training will close on **September 21st**, which is the start of **formal appraisals**. If you are a returning teacher ensure that you have completed the course. **Incompletions do not stop the TADS process** per board policy. You will be appraised whether you complete it or not.
- The Feedback & Development **tool is also having issues**. When you are unable to log in or receive an error message, please call the HISD Service Desk at 713-892-7378 (**press 3 for technology then 4 for TADS**) or email servicedesk@houstonisd.org.

TADS POLICY

On June 9, 2016, the HISD Board voted not to extend the contract with SAS EVAAS®, which means EVAAS for the 2015–2016 school year and future student projections will not be calculated. Not having 2015–2016 EVAAS impacts the Teacher Appraisal and Development System (TADS) because there cannot be a Student Performance measure. If teachers do not have two Student Performance measures besides EVAAS, their summative rating will be calculated using only their Instructional Practice and Professional Expectations ratings. Please do not do anything in the Student Performance side of the TADS tool until you receive communication as to the process from your PCIM. Decisions have not been made regarding the 2016–2017 TADS Student Performance measures. Not having EVAAS for the 2015–2016 school year also affects the ASPIRE award model. Alternate indicators are being discussed, and further communication will be sent out when a decision has been made.

The SAS EVAAS® website currently displays data from the 2014–2015 school year and will be available until September 2016. All teacher-level EVAAS reports are still available through the ASPIRE portal.

If you have any questions, please contact the ASPIRE Support Team at aspireaward@houstonisd.org