



Texas Association of Community Schools

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TACS Zoom Meeting Summary Zoom
Meeting with TACS and Sara Leon & Associates
Wednesday, March 25, 2020
11:00 AM

Evaluations/Appraisals - TACS CliffsNotes version

When evaluating teachers, superintendents and administrators can revisit local policies as needed to make recommendations to the board for changes. Procedures can be changed as needed.

Use the data that is currently available from observations and walk through observations that took place prior to schools closing. Understand that teachers can appeal and challenge if they desire, as always. Administrators have until May to recommend renewing or non-renewing Chapter 21 contracts.

If a teacher didn't agree with the observation/evaluation provided, he or she can still ask for second observation. If we don't return to school this year, districts obviously won't be able to do a second observation. If your secondary appraiser (approved by your board) has data from walkthrough observations, third party information that was documented or formal observations, you can use that information to do the second evaluation.

Use the data you have to renewal and non-renewal decisions.

Document reasons why you couldn't comply with educator appraisal requirements for your records. For example, observations were not held after March 13th due to the school closure and alternative instructional delivery methods being used.

For other employee specific questions, call your legal counsel.

TACS Executive Director Barry Haenisch cited a helpful document provided by TEA, "[Instructions to Submitting an Educator Appraisal Waiver](#)." The linked PDF provides a helpful step-by-step process for districts.

Special Education Update

Hans Graff from Sara Leon and Associates attended a TCASE meeting yesterday. Much of the discussion focused on how to continue best serving students with disabilities during this time, and how to approach IEPs. In the meeting it was recommended that schools keep the current IEPs and have a discussion with the teacher on what services each child will receive, how to best serve each child based on the resources available, and document that decision. Keep track of what services are received, then later on you can determine compensatory services. Communicate well with parents. Documentation is paramount in the case you run into issues later on, in order to show that you were acting in the best interest of students. It can be rather simple documentation: things like contact logs, parent communication logs, and logging which activities child did on which day. There are no black and white answers - try to do the right thing for kids with what we have, and make sure kids with disabilities are getting the same level of services as kids without disabilities. You can see Hans's full notes on the meeting in the supplemental documents provided in the email.

Board Training

There have been some questions regarding training on evaluating and approving student outcomes that is done every 2 years so Deputy Executive Director Crystal Dockery reached out to some of her contacts. The main takeaway right now is that this is complicated process due to the rules being SBOE rules. Because it's SBOE that developed those rules, they have to go through the governor's office; we hope to have an answer by Friday.

Elections

It has been strongly suggested that districts who are canceling May elections do so sooner rather than later. Sara Leon recommends meeting with your county judge and election officials in preparation for a shelter in place order. Make sure your county tailors the order with elections in mind and deems them essential. We anticipate that more communities will go shelter in place eventually, moving outwards from city centers.

We invite you to continue to visit our website for updates and information.

Tomorrow's agenda items are:

- What's new since yesterday
- Premium pay information from Sara Leon & Associates
- Discussion of student graduation and IGCs
- Best practices sharing of ideas – what is your district doing that is working?

Please join us tomorrow at 11 am by clicking here: <https://zoom.us/j/804190846>

Meeting ID: 804 190 846

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