Chapter 150, Subchapter AA, Teacher Appraisal

Chap.	Ext.	Issue	Desired Change	Rationale	Focus Group Comments	TEC	Agency Response
150	1010	(b) Each school district shall submit annually to its regional education service center a summary of the campus-level evaluation scores from the Professional Development and Appraisal System, or the district's locally adopted appraisal system, "in a manner prescribed by the commissioner." The part in quotes above is vague and does not provide specific guidelines. For districts who do not have a system in place to gather this information, this could be taxing.	Define "the manner" in which a district is to provide evaluation feedback to education service centers.	This change would provide specific guildlines to ensure district compliance with this rule.	No additional comments	21.351 - 21.356	Based on the amount of feedback (various degrees of complication and dissimilar requests) received by school districts and organizations regarding 19 TAC Chapter 150. Commissioner's Rules Concerning Educator Appraisal, the agency has determined that an internal review process will require further time to hold additional stakeholder meetings in order to provide both the necessary and desired updates to this rule.
150	1001	General Provisions	No changes	No changes	No additional comments	21.351 - 21.356	Based on the amount of feedback (various degrees of complication and dissimilar requests) received by school districts and organizations regarding 19 TAC Chapter 150. Commissioner's Rules Concerning Educator Appraisal, the agency has determined that an internal review process will require further time to hold additional stakeholder meetings in order to provide both the necessary and desired updates to this rule.

Chapter 150, Subchapter AA, Teacher Appraisal

Chap.	Ext.	Issue	Desired Change	Rationale	Focus Group Comments	TEC	Agency Response
150	1002	Assessment of Teacher Performance	No changes	No changes	No additional comments	21.351 - 21.356	Based on the amount of feedback (various degrees of complication and dissimilar requests) received by school districts and organizations regarding 19 TAC Chapter 150. Commissioner's Rules Concerning Educator Appraisal, the agency has determined that an internal review process will require further time to hold additional stakeholder meetings in order to provide both the necessary and desired updates to this rule.
150	1004	Teacher in Need of Assistance	No changes	No changes	No additional comments	21.351 - 21.356	Based on the amount of feedback (various degrees of complication and dissimilar requests) received by school districts and organizations regarding 19 TAC Chapter 150. Commissioner's Rules Concerning Educator Appraisal, the agency has determined that an internal review process will require further time to hold additional stakeholder meetings in order to provide both the necessary and desired updates to this rule.
150	1006	Appraiser Qualifications	No changes	No changes	No additional comments	21.351 - 21.356	Based on the amount of feedback (various degrees of complication and dissimilar requests) received by school districts and organizations regarding 19 TAC Chapter 150. Commissioner's Rules Concerning Educator Appraisal, the agency has determined that an internal review process will require further time to hold additional stakeholder meetings in order to provide both the necessary and desired updates to this rule.

Chapter 150, Subchapter AA, Teacher Appraisal

Chap.	Ext.	Issue	Desired Change	Rationale	Focus Group Comments	TEC	Agency Response
150	1007	Teacher Orientation	No changes	No changes	No additional comments	21.351 - 21.356	Based on the amount of feedback (various degrees of complication and dissimilar requests) received by school districts and organizations regarding 19 TAC Chapter 150. Commissioner's Rules Concerning Educator Appraisal, the agency has determined that an internal review process will require further time to hold additional stakeholder meetings in order to provide both the necessary and desired updates to this rule.
150	1009	Alternatives to the Commissioner's Recommended Appraisal System	No changes	No changes	No additional comments	21.351 - 21.356	Based on the amount of feedback (various degrees of complication and dissimilar requests) received by school districts and organizations regarding 19 TAC Chapter 150. Commissioner's Rules Concerning Educator Appraisal, the agency has determined that an internal review process will require further time to hold additional stakeholder meetings in order to provide both the necessary and desired updates to this rule.
150	1010	District Submissions to Regional Education Service Center (b) Requirement is time and labor intensive and purposes are unknown.	(b) delete all	(b) Data remains at campus level. ESC is not regulatory.	Information collected is helpful.	21.351 - 21.356	Based on the amount of feedback (various degrees of complication and dissimilar requests) received by school districts and organizations regarding 19 TAC Chapter 150. Commissioner's Rules Concerning Educator Appraisal, the agency has determined that an internal review process will require further time to hold additional stakeholder meetings in order to provide both the necessary and desired updates to this rule.

Chapter 150, Subchapter AA, Teacher Appraisal							
Chap.	**Ext.**	**Issue**	**Desired Change**	**Rationale**	**Focus Group Comments**	**TEC**	**Agency Response**
150	1003	Appraisals, Data Sources, and Conferences (b)(1) Appraisers are not always available 45 minutes at a time. (g) Due to appraisers not always being available 45 minutes at a time, it is not feasible to acquire the consent of both the teacher and the appraiser. (h) Some districts are "paperless"; therefore, rule needs to be updated.	(b)(1)Formal classroom observation(s) totaling 45 minutes as identified in subsection 19 TAC Chapter 150, Subchapter AA. (g)The required minimum 45 minutes of observation may be conducted in shorter time segments. The time segments must aggregate to at least 45 minutes. (h)...personnel file OR OTHER ELECTRONIC STORAGE DEVICE, AS APPROVED BY THE DISTRICT, by the end of the appraisal period.	(b) Allows for flexibility in meeting the 45 minute requirement. (g) Allows for flexibility in meeting the 45 minute requirement. (h) Allows for flexibility in meeting storage requirement.	No additional comments	21.351 - 21.356	Based on the amount of feedback (various degrees of complication and dissimilar requests) received by school districts and organizations regarding 19 TAC Chapter 150. Commissioner's Rules Concerning Educator Appraisal, the agency has determined that an internal review process will require further time to hold additional stakeholder meetings in order to provide both the necessary and desired updates to this rule.
150	1005	Teacher Response and Appeals (g) It costs time and money to duplicate and disseminate the procedures	(g)... These procedures shall be MADE AVAILABLE to each …	(g) lowers the costs involved and allows for timely distribution	Rules not limited	21.351 - 21.356	Based on the amount of feedback (various degrees of complication and dissimilar requests) received by school districts and organizations regarding 19 TAC Chapter 150. Commissioner's Rules Concerning Educator Appraisal, the agency has determined that an internal review process will require further time to hold additional stakeholder meetings in order to provide both the necessary and desired updates to this rule.

Chapter 150, Subchapter AA, Teacher Appraisal

Chap.	Ext.	Issue	Desired Change	Rationale	Focus Group Comments	TEC	Agency Response
150	1010	Creates a regulatory function for ESCs that is counter to core purposes.	Eliminate rule in it's entirety. This rule creates a regulatory function for ESCs that is counter to their core purpose, and places unnecessary burden on local districts.	Eliminate rule in it's entirety. This rule creates a regulatory function for ESCs that is counter to their core purpose, and places unnecessary burden on local districts.	No additional comments	21.351 - 21.356	Based on the amount of feedback (various degrees of complication and dissimilar requests) received by school districts and organizations regarding 19 TAC Chapter 150. Commissioner's Rules Concerning Educator Appraisal, the agency has determined that an internal review process will require further time to hold additional stakeholder meetings in order to provide both the necessary and desired updates to this rule.

Chapter 150, Subchapter AA, Teacher Appraisal

Chap.	Ext.	Issue	Desired Change	Rationale	Focus Group Comments	TEC	Agency Response
150	1004 (f)	This subsection is frequently abused by administrators as a punitive tool against teachers. and should be deleted. However, if this subsection is retained, there should be more guidance on what type of information may be used to develop an intervention and how that information must be shared with the teacher. Further, under 150.1004(a), a teacher must receive an evaluation of "below expectation" ratings in at least two domains. The discretionary intervention plan provision should mirror that requirement.	Delete this section or, in the alternative: An intervention plan may be developed at any time at the discretion of the certified appraiser when the appraiser has documentation that would potentially produce an evaluation of two or more "below expectations" or one or more "unsatisfactory" ratings. Any third-party information from a source other than the certified appraisal that would the be the basis of such intervention plan shall be verified and documented by the certified appraiser and shared in writing with the teacher in accordance with subsection 150.1003(f).	The suggested revision makes the rule consistent and will curb abuse of teachers.	Below expectations or one or more… Extension of explanation. Two or more expectations within evaluation.	21.351 - 21.356	Based on the amount of feedback (various degrees of complication and dissimilar requests) received by school districts and organizations regarding 19 TAC Chapter 150. Commissioner's Rules Concerning Educator Appraisal, the agency has determined that an internal review process will require further time to hold additional stakeholder meetings in order to provide both the necessary and desired updates to this rule.

Chapter 150, Subchapter AA, Teacher Appraisal

Chap.	Ext.	Issue	Desired Change	Rationale	Focus Group Comments	TEC	Agency Response
150	1009	Some school districts elect to create their own teacher-appraisal systems; however, the Commissioner of Education has held that when districts create their own teacher teacher-appraisal systems, they need not comply with the procedural requirements set out in Chapter 150. Thus, teachers in districts have no procedural protections in place other than those set by district policy. If a school district violates local policy, the teacher has no recourse as such violations may not be appealed to the Commissioner of Education.	Add subsection (c): If a district or campus elects to utilize a local or campus teacher-appraisal system pursuant to this subchapter, such teacher-appraisal system must comply with the procedural requirements for teacher appraisals set out in this chapter.	The revision ensures consistency in the appraisal system and that teachers receive the proper procedural protections.	Report 12/15/10 - District not using PDOS. Supersede - Grievance Policy	21.351 - 21.356	Based on the amount of feedback (various degrees of complication and dissimilar requests) received by school districts and organizations regarding 19 TAC Chapter 150. Commissioner's Rules Concerning Educator Appraisal, the agency has determined that an internal review process will require further time to hold additional stakeholder meetings in order to provide both the necessary and desired updates to this rule.

Chapter 150, Subchapter AA, Teacher Appraisal

Chap.	Ext.	Issue	Desired Change	Rationale	Focus Group Comments	TEC	Agency Response
150	1001 (e)	If a district elects to utilize a local teacher-appraisal in accordance with this subsection, such teacher-appraisal system must comply with the procedural requirements for teacher appraisals set out in this chapter.	Some school districts elect to create their own teacher-appraisal systems; however, the Commissioner of Education has held that when districts create their own teacher teacher-appraisal systems, they need not comply with the procedural requirements set out in Chapter 150. Thus, teachers in these districts have no procedural protections in place other than those set by district policy. If a school district violates local policy, the teacher has no recourse as such violations may not be appealed to the Commissioner of Education. District-created teacher-appraisal systems should be required to comply with the procedural requirements for teacher appraisals set out in Chapter 150.	The proposed revision will give teachers proper procedural protections.	No additional comments	21.351 - 21.356	Based on the amount of feedback (various degrees of complication and dissimilar requests) received by school districts and organizations regarding 19 TAC Chapter 150. Commissioner's Rules Concerning Educator Appraisal, the agency has determined that an internal review process will require further time to hold additional stakeholder meetings in order to provide both the necessary and desired updates to this rule.

Chapter 150, Subchapter AA, Teacher Appraisal

Chap.	Ext.	Issue	Desired Change	Rationale	Focus Group Comments	TEC	Agency Response
150	1001	Keep the current rule as is. The rule serves the important function of identifying the mechanics of how school districts go about choosing either the commissioner's recommended teacher appraisal system or a locally-developed one.	No change.	Keeping the current rule as is provides important information regarding how school districts go about choosing either the commissioner's recommended teacher appraisal system or a locally-developed one.	No additional comments	21.351 - 21.356	Based on the amount of feedback (various degrees of complication and dissimilar requests) received by school districts and organizations regarding 19 TAC Chapter 150. Commissioner's Rules Concerning Educator Appraisal, the agency has determined that an internal review process will require further time to hold additional stakeholder meetings in order to provide both the necessary and desired updates to this rule.
150	1002	Keep the current rule as is. The rule meets the enabling statutory requirement for the commissioner to adopt a recommended appraisal process and criteria on which to appraise the performance of teachers, by identifying evaluation scoring and categories of performance as well as standards for evaluating the section related to improvement of academic performance of all students on the campus.	No change.	Keeping the current rule as is is extremely important as it provides standards and ensures consistency of application and scoring of the PDAS.	No additional comments	21.351 - 21.356	Based on the amount of feedback (various degrees of complication and dissimilar requests) received by school districts and organizations regarding 19 TAC Chapter 150. Commissioner's Rules Concerning Educator Appraisal, the agency has determined that an internal review process will require further time to hold additional stakeholder meetings in order to provide both the necessary and desired updates to this rule.

Chapter 150, Subchapter AA, Teacher Appraisal

Chap.	Ext.	Issue	Desired Change	Rationale	Focus Group Comments	TEC	Agency Response
150	1004	Keep the current rule as is. The rule meets the enabling statutory requirement for the commissioner to adopt a recommended appraisal process and criteria on which to appraise the performance of teachers by providing information regarding proper protocol for school districts to use when a teacher receives a poor appraisal.	No change.		No additional comments	21.351 - 21.356	Based on the amount of feedback (various degrees of complication and dissimilar requests) received by school districts and organizations regarding 19 TAC Chapter 150. Commissioner's Rules Concerning Educator Appraisal, the agency has determined that an internal review process will require further time to hold additional stakeholder meetings in order to provide both the necessary and desired updates to this rule.
150	1005	Keep the current rule as is. The rule meets the enabling statutory requirement for the commissioner to adopt a recommended appraisal process and criteria on which to appraise the performance of teachers by providing information regarding the proper protocol for handling teacher responses to and appeals of documentation associated with the teacher's appraisal.	No change.		No additional comments	21.351 - 21.356	Based on the amount of feedback (various degrees of complication and dissimilar requests) received by school districts and organizations regarding 19 TAC Chapter 150. Commissioner's Rules Concerning Educator Appraisal, the agency has determined that an internal review process will require further time to hold additional stakeholder meetings in order to provide both the necessary and desired updates to this rule.

Chapter 150, Subchapter AA, Teacher Appraisal

Chap.	Ext.	Issue	Desired Change	Rationale	Focus Group Comments	TEC	Agency Response
150	1006	Keep the current rule as is. The rule meets the enabling statutory requirement for the commissioner to adopt a recommended appraisal process and criteria on which to appraise the performance of teachers by providing criteria regarding the qualifications of appraisers. Especially important is the requirement that a campus administrator who is a certified PDAS appraiser and approved by the school district board of trustees shall conduct a teacher's appraisal, with limited, narrowly defined exceptions.	No change.		No additional comments	21.351 - 21.356	Based on the amount of feedback (various degrees of complication and dissimilar requests) received by school districts and organizations regarding 19 TAC Chapter 150. Commissioner's Rules Concerning Educator Appraisal, the agency has determined that an internal review process will require further time to hold additional stakeholder meetings in order to provide both the necessary and desired updates to this rule.

Chapter 150, Subchapter AA, Teacher Appraisal

Chap.	Ext.	Issue	Desired Change	Rationale	Focus Group Comments	TEC	Agency Response
150	1003	This rule is extremely important as it provides necessary guidelines to districts and appraisers as to what information is required for the annual teacher appraiser, as well as specifying timelines that appraisers and teachers must follow. One minor tweak could be made in order to address the fact that more and more appraisers/districts are moving towards providing walkthrough summaries, observation reports, and the summative annual apparaisal reports by electronic means. There are several subsections which mention that information must be shared with the teacher - see subsection (f) and (h) for examples. It should be specified that if the district is going to share this information by electronic means (software or e-mail, etc.), they must send the teacher a separate notice that the information is available for their review so that, if they wish, they may exercise available remedies within specified timelines. CONTINUED	One minor amendment requiring districts to provide notice to districts if they are sharing documentation through electronic means. In the alternative, NO Change to the rule.	The suggested change simply allows the rule to keep up with technological advancements. Districts are conveying information more through electronic means and less through paper. However, if this small change is not made, then we fully support keeping the rules exactly as they are. They provide very important guidelines and timelines for both the appraiser and the teacher and provide for consistent application.	Software notification to teacher after posting). Include notification locally / district. Include - Individual.	21.351 - 21.356	Based on the amount of feedback (various degrees of complication and dissimilar requests) received by school districts and organizations regarding 19 TAC Chapter 150. Commissioner's Rules Concerning Educator Appraisal, the agency has determined that an internal review process will require further time to hold additional stakeholder meetings in order to provide both the necessary and desired updates to this rule.

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Chap.	Ext.	Issue	Desired Change	Rationale	Focus Group Comments	TEC	Agency Response
CONTINUED FROM ISSUE Ex: a district conducts an observation and uploads an observation summary report shortly thereafter (and within the timeline for them to do so). The district fails to inform the teacher that they have uploaded the document. The teacher finds out 30 days later that the district uploaded the document. It is unclear as to whether or not the teacher can file a written rebuttal or grievance at this time, as she did not do so within 10 business days (or within local district grievance policy). This would just help to prevent such tenuous situations. [END]							
150	1007	Keep the current rule as is. The rule meets the enabling statutory requirement for the commissioner to adopt a recommended appraisal process and criteria on which to appraise the performance of teachers by providing procedures regarding required orientations for teachers regarding the PDAS.	No change.		No additional comments	21.351 - 21.356	Based on the amount of feedback (various degrees of complication and dissimilar requests) received by school districts and organizations regarding 19 TAC Chapter 150. Commissioner's Rules Concerning Educator Appraisal, the agency has determined that an internal review process will require further time to hold additional stakeholder meetings in order to provide both the necessary and desired updates to this rule.
150	1009	Keep the current rule as is. The rule serves the important function of identifying procedures, in conjunction with statutory requirements, for the development, adoption, and components of a locally adopted teacher appraisal system.	No change.		No additional comments	21.351 - 21.356	Based on the amount of feedback (various degrees of complication and dissimilar requests) received by school districts and organizations regarding 19 TAC Chapter 150. Commissioner's Rules Concerning Educator Appraisal, the agency has determined that an internal review process will require further time to hold additional stakeholder meetings in order to provide both the necessary and desired updates to this rule.

Chapter 150, Subchapter AA, Teacher Appraisal

Chap.	Ext.	Issue	Desired Change	Rationale	Focus Group Comments	TEC	Agency Response
150	1004	Better description of "evaluation rating" Do you mean overall rating or per domain?	Add the following language at the end of the current sentence: In any single domain.	less confusion	No additional comments	21.351 - 21.356	Based on the amount of feedback (various degrees of complication and dissimilar requests) received by school districts and organizations regarding 19 TAC Chapter 150. Commissioner's Rules Concerning Educator Appraisal, the agency has determined that an internal review process will require further time to hold additional stakeholder meetings in order to provide both the necessary and desired updates to this rule.
150	1003	Questions of "teacher self-report" are not effective in all situations	Questions need to pertain to all grade levels, all teaching areas, etc Should not be a check-off sheet More open ended questions	More effective report	No additional comments	21.351 - 21.356	Based on the amount of feedback (various degrees of complication and dissimilar requests) received by school districts and organizations regarding 19 TAC Chapter 150. Commissioner's Rules Concerning Educator Appraisal, the agency has determined that an internal review process will require further time to hold additional stakeholder meetings in order to provide both the necessary and desired updates to this rule.

Chapter 150, Subchapter AA, Teacher Appraisal

Chap.	Ext.	Issue	Desired Change	Rationale	Focus Group Comments	TEC	Agency Response
150	1003 (a)	annual evaluations	Although a district can design their own option for a evaluation policy, many small and mid-size districts do not have the time to design alternative policy. The state rule could provide the "every-other-year" option for teachers at the satisfactory or above level. The amount of time spent on the evaluation process for proficient/meets expectation ratings is extensive. Save the districts the requirement of designing an alternative local policy by including it in state rule.	time and cost savings, efficienct, and improved effectiveness	Can it be done? Statutory change. Better than satisfactory.	21.351 - 21.356	Based on the amount of feedback (various degrees of complication and dissimilar requests) received by school districts and organizations regarding 19 TAC Chapter 150. Commissioner's Rules Concerning Educator Appraisal, the agency has determined that an internal review process will require further time to hold additional stakeholder meetings in order to provide both the necessary and desired updates to this rule.
150	1002 (d)	teacher performance rating level proficient is not understood and is viewed as only average....even after training	consider a 5th level, so that there is a "middle" ranking. Most teachers view proficient as not very good, or just adequate. Need more leeway between just doing their job, and really going above and beyond. Consider a different word than proficient, perhaps "expert." Or change to "below expectations", "meets expectations", and "exceeds expectations."	improved clarity, better communication	No additional comments	21.351 - 21.356	Based on the amount of feedback (various degrees of complication and dissimilar requests) received by school districts and organizations regarding 19 TAC Chapter 150. Commissioner's Rules Concerning Educator Appraisal, the agency has determined that an internal review process will require further time to hold additional stakeholder meetings in order to provide both the necessary and desired updates to this rule.

Chapter 150, Subchapter AA, Teacher Appraisal							
Chap.	**Ext.**	**Issue**	**Desired Change**	**Rationale**	**Focus Group Comments**	**TEC**	**Agency Response**
150		A required pre-conference would be beneficial to ensure the continuous improvement with the alignment of curriculum, instruction and assessment; a good planning platform to set expectations for student success;	A required pre-conference; 150 AA	Allows for two way clear expectations;	No additional comments	21.351 - 21.356	Based on the amount of feedback (various degrees of complication and dissimilar requests) received by school districts and organizations regarding 19 TAC Chapter 150. Commissioner's Rules Concerning Educator Appraisal, the agency has determined that an internal review process will require further time to hold additional stakeholder meetings in order to provide both the necessary and desired updates to this rule.
150		Chapter 150 - Subchapter AA (k) p. 4 Question: This item conflicts with Chapter 150 - Subchapter AA (h) p. 4. How does letter (k) align with (h)? Clarification needed because of timeline stipulations under (h).	Chapter 150 - Subchapter AA Central Office Administrator, Needed: 1. Guidelines, procedures, criteria on how to aggregate the first and second appraisals. How to weight it. 2. A formalized (written) request for a second appraisal. Is this a local decision? Chapter 150 - Subchapter AA (h) p. 4 Changing "15 working days" to "the end of the school year."	Chapter 150 - Subchapter AA (h) p. 4 Changing "15 working days" to "the end of the school year." - This will ensure that evaluation opportunities can be done up until the last day of school for accountability purposes.	No additional comments	21.351 - 21.356	Based on the amount of feedback (various degrees of complication and dissimilar requests) received by school districts and organizations regarding 19 TAC Chapter 150. Commissioner's Rules Concerning Educator Appraisal, the agency has determined that an internal review process will require further time to hold additional stakeholder meetings in order to provide both the necessary and desired updates to this rule.

Chapter 150, Subchapter AA, Teacher Appraisal

Chap.	Ext.	Issue	Desired Change	Rationale	Focus Group Comments	TEC	Agency Response
150		Yes.	Period for summative annual to be extended so administrators are able to have additional time to complete the summative.	Provides the administration time complete the summative while still addressing the other responsibilities of the school administrator	No additional comments	21.351 - 21.356	Based on the amount of feedback (various degrees of complication and dissimilar requests) received by school districts and organizations regarding 19 TAC Chapter 150. Commissioner's Rules Concerning Educator Appraisal, the agency has determined that an internal review process will require further time to hold additional stakeholder meetings in order to provide both the necessary and desired updates to this rule.
150		Chapter 150, Subchapter AA (h) If verbiage on (h) is changed to include the last day of instruction, then you can eliminate (k). Can the "last day of instruction" be changed to "the last day of the contract"?	Chapter 150, Subchapter AA (h) If verbage on (h) is changed to include the last day of instruction, then you can eliminate (k). Can the "last day of instruction" be changed to "the last day of the contract"? Rationale: Holding teachers accountable to professional standards until the end of the contract.	Chapter 150, Subchapter AA (h) If verbage on (h) is changed to include the last day of instruction, then you can eliminate (k). Can the "last day of instruction" be changed to "the last day of the contract"? Rationale: Holding teachers accountable to professional standards until the end of the contract.	No additional comments	21.351 - 21.356	Based on the amount of feedback (various degrees of complication and dissimilar requests) received by school districts and organizations regarding 19 TAC Chapter 150. Commissioner's Rules Concerning Educator Appraisal, the agency has determined that an internal review process will require further time to hold additional stakeholder meetings in order to provide both the necessary and desired updates to this rule.

Chapter 150, Subchapter AA, Teacher Appraisal

Chap.	Ext.	Issue	Desired Change	Rationale	Focus Group Comments	TEC	Agency Response
150	1010	There are many concerns about community response and connections to student performance.	Collect appraisal data by the domains and use/retain at the ESC level only. At the regional level, professional development could be planned based on the regional data.	Promote improved professional development activities, improve teacher quality,	No additional comments	21.351 - 21.356	Based on the amount of feedback (various degrees of complication and dissimilar requests) received by school districts and organizations regarding 19 TAC Chapter 150. Commissioner's Rules Concerning Educator Appraisal, the agency has determined that an internal review process will require further time to hold additional stakeholder meetings in order to provide both the necessary and desired updates to this rule.
150	1003 3a, 3b, 3c	Not enough time to complete section 1 of the Teacher Self-Report	change to 3 to 6 weeks	More thorough feedback	No additional comments	21.351 - 21.356	Based on the amount of feedback (various degrees of complication and dissimilar requests) received by school districts and organizations regarding 19 TAC Chapter 150. Commissioner's Rules Concerning Educator Appraisal, the agency has determined that an internal review process will require further time to hold additional stakeholder meetings in order to provide both the necessary and desired updates to this rule.

Chapter 150, Subchapter AA, Teacher Appraisal

Chap.	Ext.	Issue	Desired Change	Rationale	Focus Group Comments	TEC	Agency Response
150	101	The issue with this particular rule is that there is no benefit or purpose to an LEA. There is also no cost-benefit value with regards to this rule.	Eliminate Rule 150.1010.	The rule does not affect student performance. The rule also increases the burden unto all with no benefit nor value for an LEA.	No additional comments	21.351 - 21.356	Based on the amount of feedback (various degrees of complication and dissimilar requests) received by school districts and organizations regarding 19 TAC Chapter 150. Commissioner's Rules Concerning Educator Appraisal, the agency has determined that an internal review process will require further time to hold additional stakeholder meetings in order to provide both the necessary and desired updates to this rule.
150	1002	needs more criteria categories	a category between exceeds and proficient and another between proficient and below up to 7 categories	more clarification	No additional comments	21.351 - 21.356	Based on the amount of feedback (various degrees of complication and dissimilar requests) received by school districts and organizations regarding 19 TAC Chapter 150. Commissioner's Rules Concerning Educator Appraisal, the agency has determined that an internal review process will require further time to hold additional stakeholder meetings in order to provide both the necessary and desired updates to this rule.