

3. Teacher Evaluation

(DNA Legal, DNA Local) (TEC 21.352)

Currently

In appraising teachers, each school district shall use the appraisal process developed by the commissioner (T-TESS) or an appraisal process and performance criteria developed by Campus and District Planning and Advisory Committees based on the commissioner's criteria. In Galena Park ISD, a locally-developed instrument would be required to receive approval from each of our twenty-five Campus Planning and Advisory Committees prior to being submitted to the District Planning and Advisory Committee for approval. Our District Planning and Advisory Committee already includes a member from each of our campuses.

Proposed

To best serve the needs of Galena Park ISD staff, we propose to allow one district committee of administrators and teachers the option to develop alternate appraisals for specific groups of teachers, where the adopted teacher evaluation may not be the most appropriate evaluation. Such groups of teachers could include Life Skills, PASS, SLC, Elementary Specials, and CTE classes, among others.

We propose to allow one district committee of administrators and teachers the option to develop a local teacher evaluation that can be used in the place of the comm

4. Minimum Minutes of Instruction

5. Kindergarten – Grade 4 Class Size

(EEB LEGAL) (TEC 25.111-13)

Currently

Kindergarten – 4th grade classes are to be kept at a 22 to 1 student-teacher ratio according to State law. When a class exceeds this limit, the district must complete a waiver with the Texas Education Agency.

Along with the waiver, a letter is required to be sent home to each parent in each class/section exceeding the 22:1 ratio, informing them a waiver has been submitted. In many instances, soon after the waiver process is complete, the class size drops below the maximum 22:1 ratio due to students withdrawing from the district and/or school.

Proposed

To best serve the needs of Galena Park ISD students and staff, the District will attempt to maintain the 22:1 ratio in all K-4th core classrooms. However, if the class size exceeds this ratio, the Superintendent will report the circumstance to the Board of Trustees.

In the event a K-4th grade core classroom reaches 25:1, the campus will contact the parents of the students in the classroom and inform them of the situation. The District will provide relief by placing an instructional aide in the classroom for the duration of time it remains at or above the 25:1 ratio.

Rationale

While the District believes small class size plays a positive role in student learning, this must be balanced with the logistics and timing of adding staff. We do not believe there is a negative impact to student achievement when one or two additional students are added to a class. Most importantly, research demonstrates it is the teacher in the classroom, not absolute class size, which has the greatest impact on student learning.

A TEA waiver request will not be necessary when a K-4th grade classroom exceeds the 22:1 ratio.

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