

# 2025 – 2026 TEACHER APPRAISAL CALENDAR

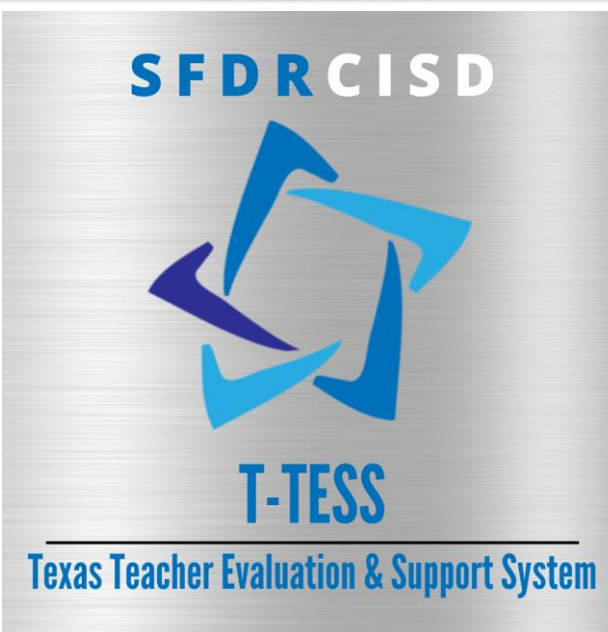
AUGUST				
M	T	W	TH	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

SEPTEMBER				
M	T	W	TH	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30			

OCTOBER				
M	T	W	TH	F
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6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

NOVEMBER				
M	T	W	TH	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28

DECEMBER				
M	T	W	TH	F
1	2	4	5	6
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		



T-TESS Campus Orientation	See Information Below
GSPD Conferences for New Teachers	Within 6 weeks of Orientation
GSPD Conferences for Returning Teachers	(Within 1st- 6 weeks of Instruction)
Appraisal Period	September 3, 2025 - May 7, 2026
End of Year Conferences/ Goal Setting/Summatives	Prior to May 7, 2026
TTESS/DMAC Data Verification Deadline	May 27, 2026
TTESS/DMAC Data Closeout Deadline	June 5, 2026

Days you may observe in GREEN
Restricted days in RED
Caution STAAR Testing for various grades in YELLOW - *observation may occur if not testing
Final Day for Teacher Data Verification/ Signature in PURPLE

JANUARY				
M	T	W	TH	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

FEBRUARY				
M	T	W	TH	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27

MARCH				
M	T	W	TH	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

APRIL				
M	T	W	TH	F
		1	2	3
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13	14	15	16	17
20	21	22	23	24
27	28	29	30	

MAY				
M	T	W	TH	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

## Campus Orientation

- T-TESS orientation must be provided for teachers new to T-TESS, the district, and when district policy has changed from the last orientation. (No later than the first three weeks of school and at least two weeks before the first observation.)

## General Information:

- All T-TESS Appraisers must be T-TESS certified and must be a Campus Principal and/ or Assistant Principal.
- Appraisers should ensure that all teachers have been T-TESS trained prior to beginning the appraisal cycle.
- T-TESS training for teachers hired after August 1, 2025, will be trained within one month of their hire date. HR will be emailing a link to complete the online training. Appraisals may not begin until 3 weeks after the training is completed.
- "Teacher Response and Appeal" and "Request for Second Appraiser" information is attached. *Board Policy DNA Legal*
- No appraisal observation may be conducted the day before or after a school holiday or the day of district or state testing.

## Reminder:

- An observation post- conference shall be conducted within 10 working days after the completion of the observation.
- Final Summative Annual Report given to the teacher at least 5 working days before the Final Summative Conference and no later than May 7, 2026.
- TIA Eligible Teachers require three (3) 15min Walkthroughs & one (1) 45min Observation

## Teacher Response:

- Within 10 working days (Appraiser may extend to 15)
- Board Policy DNA (Legal) states that "Any written response or rebuttal must be submitted within ten working days of receiving a written observation summary, a written summative annual appraisal report, or any other written documentation associated with the teacher's appraisal."
- "A teacher may request a second appraisal by another certified appraiser at the following times:
  - For Domains I, II, and III, after receiving a written observation summary with which the teacher