

# 2025 – 2026 TEACHER APPRAISAL CALENDAR

AUGUST					
M	T	W	TH	F	S
				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	S
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	S
		1	2	3	
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	S
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	S
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

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### Texas Teacher Evaluation & Support System

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
TESS/DMAC Data Verification Deadline	May 27, 2026
TESS/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	S
1	2	3	4	5	6
5	6	7	8	9	10
12	13	14	15	16	17
19	20	21	22	23	24
26	27	28	29	30	31

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

MARCH					
M	T	W	TH	F	S
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	S
	1	2	3		
6	7	8	9	10	
13	14	15	16	17	
20	21	22	23	24	
27	28	29	30		

MAY					
M	T	W	TH	F	S
			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 disagrees; or
  - For Domain IV and for the performance of teachers' students, as defined in 19 Administrative Code 150.1001(f)(2), after receiving a written summative annual appraisal report with which the teacher disagrees."