

2026 – 2027

TEACHER APPRAISAL CALENDAR

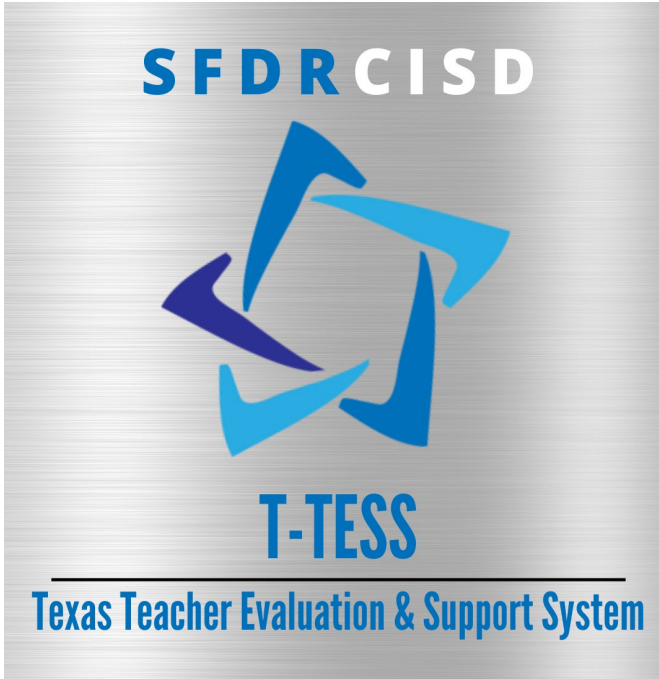
AUGUST				
M	T	W	TH	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

SEPTEMBER				
M	T	W	TH	F
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30		

OCTOBER				
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

NOVEMBER				
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				

DECEMBER				
M	T	W	TH	F
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	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	August 31, 2026 - May 7, 2027
End of Year Conferences/ Goal Setting/Summatives	Prior to May 7, 2027
TTESS/DMAC Data Verification Deadline	May 26, 2027
TTESS/DMAC Data Closeout Deadline	June 4, 2027

Observations may be conducted - GREEN
Restricted days - RED
Caution STAAR Testing for various grades - YELLOW *observation may occur if not testing
Final Day for Teacher Data Verification/ Signature - PURPLE
No school - No observations - BLACK

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

FEBRUARY				
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

MARCH				
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	31		

APRIL				
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

MAY				
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
31				

Campus Orientation:

- T-TESS orientation must be provided to all teachers who are new to the district, new to the T-TESS evaluation system, or when there have been changes to district T-TESS policies/procedures since the teacher's last orientation.
- The orientation must be conducted no later than the first 3 weeks of the school year and at least 2 weeks prior to the teacher's first formal 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, 2026, will be trained within one month of their hire date. HR will email 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 Thursday, May 6, 2027.
- TIA Eligible Teachers **REQUIRE** three (3) 15 min Walkthroughs and one (1) 45 min Observation.

Teacher Response:

- Within 10 working days (Appraiser may extend to 15 days)
- Board Policy DNA (Legal) states that "Any written response or rebuttal must be submitted within 10 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 2nd 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.