

**HENDERSON INDEPENDENT SCHOOL DISTRICT
Teacher Appraisal Calendar 2026-2027**

August 3-4, 2026

New Employee Orientation

August 5 - 11, 2026

Staff Development/T-TESS Training

September 26, 2026

Teacher Goal-Setting and Professional Development Plan is due

*Appraisers may schedule their first preconference, T-TESS walkthrough, or informal observation for all experienced and new teachers beginning August 26, 2026.

Scheduled Holidays

Labor Day

September 7, 2026

Fall Break

October 5 - 9, 2026

Thanksgiving

November 23 - 27, 2026

Christmas

Dec. 21, 2026 – Jan. 1, 2027

M.L.K. Day

January 18, 2027

President's Day

February 12-15, 2027

Spring Break

March 8-12, 2027

Good Friday

March 26-29, 2027

Memorial Day

May 31, 2027

May 6, 2027

Last Day for End-of-Year Conferences

2026-2027 Certified T-TESS Appraisers

Terry Alexander

Lisa McCreary

Leslie Baker

Jodie Morse

Brian Bowman

John Pyle

Tracy Browning

Mindy Rucker

Angela Crow

Lacye Russell

Shannon Dickerson

Trista Simmons

Nikki Driver

Karli Sitton

Craig Haynie

Taylor Spoon

Dea Henry

Laquisha Williams

Courtney Jarrell

Tracy Whitaker

Breanna Goodloe

Holly Wilson

Alan Koch

HENDERSON INDEPENDENT SCHOOL DISTRICT
Local T-TESS Appraisal Timelines

Formal observations may begin after August 26, 2025 for experienced teachers and September 23, 2025 for beginning teachers. The following incremental timelines are required for all campuses in HISD:

| Activity | Texas Administrative Code Timeline | 26-27 HISD date |
|---|--|--|
| Teacher Orientation/T-TESS Training (refresher or initial) | No later than the first 3 weeks of school and at least 2 weeks before the first observation | August 3-August 12, 2026 |
| Observation Pre-conference | Conducted prior to announced observations | Beginning August 26, 2026 |
| Informal Walkthroughs | At least 2 weeks after completion of the T-TESS orientation. *Late hires will need to be trained no later than 2 weeks prior to their first walkthrough. | Beginning August 26, 2026 |
| Goal-Setting and Professional Development Conference/Guidance for new to T-TESS or new to district teachers | Must be guided through the GSPD process prior to submission of the GSPD plan | Prior to submission of GSPD plan by September 25, 2026 |
| Goal-Setting and Professional Development Plan | Submitted to appraiser for approval within 6 weeks from the day of completion of the T-TESS orientation | By September 25, 2026 |
| Ongoing review of teacher and student data and GSPD plan Ongoing collection of evidence to support Domain IV | Week 6- end-of-year conference | September 25, 2026-May 24, 2027 |
| Observation Pre-conference | Conducted prior to announced observations | |

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| Formal Observations (first year teachers and all teachers new to the district) | After GSPD according to district timeline | August 26, 2026- -December 18, 2026 |
| Formal Observations (for all other staff) | At least 2 weeks after completion of the T-TESS orientation | August 26, 2026-prior to April board meeting |
| Observation Post-Conference | Conducted within 10 working days of the completion of the formal observation | |
| End-of-year Conference | At lease 15 days prior to the last day of instruction | May 6, 2027 |

Additional Guidelines:

Administrator Meetings

- Principals will be prepared to report the number of completed walk-throughs and/or observations by the principal and assistant principals and the ratings for Dimensions 1, 2, and 3.

December 18, 2026

- Campus administrators must complete half of the required teacher observations, including all new teachers' formal observations. This includes first-year teachers and experienced teachers who are new to the district.
- Principals will analyze their results from their teacher observations and work with teachers who are deficient. A place to address the deficiencies will be addressed in the teacher's GSPD plan.

Prior to April Board Meeting

- Campus administrators must complete all remaining teachers' formal observations

NOTE: Any teacher who has not received a 45-minute formal observation and whose observation report is not on file in the Human Resources office prior to the April board meeting will not be included on the April contract renewal list to be presented to the Board of Trustees.

May 6 , 2027

- Every teacher must have an end-of-year conference on or before May 6, 2027.
- Teachers and their evaluators must electronically sign the GSPD (Parts I, II, and III) and their Formal Observation in DMAC by the end of the day on May 24, 2027.