



2026 - 2027 TEACHER APPRAISAL CALENDAR

T-TESS 2.0 ORIENTATION	
No later than the first three weeks of school and at least two weeks before the first observation.	
July 28 th – July 30 th	New employee orientation for new teachers
August 6, 2026	LIVE District-Wide Professional Development- T-TESS 2.0 training for all teachers
TEACHERS HIRED AFTER July 30	
HR Dept. will schedule the initial T-TESS 2.0 training	GSPD & SGM training within the first two weeks of the initial T-TESS 2.0 training by campus appraiser/administrator (Use Recording from 8/6/26 LIVE District Training)
TEACHER SELF-ASSESSMENT, GOAL SETTING, AND DEFINING IMPACT PERIOD	
*September 18 th - GSPD submitted within six (6) weeks from the day of completion of the orientation *Late hires after July 30 will submit GSPD four weeks from the day of completion of the orientation	
WALKTHROUGH PERIOD	
August 12, 2026, to May 26, 2027 <i>(UISD DMAC Timeline: August 24, 2026, to May 5, 2027)</i>	*Observations/walkthroughs shall be conducted during this period for all teachers. *All teachers must receive one COUNTED walkthrough in the Fall Semester (Aug-Dec) and one COUNTED walkthrough in the Spring Semester (Jan-May).
UNANNOUNCED OBSERVATION (DOMAINS 2 & 3 ONLY) – FULL LESSON CYCLE PERIOD	
*Exclude observations in the two weeks following the day of completion of the T-TESS 2.0 orientation *Unannounced observations begin August 24, 2026 *Unannounced observations end April 27, 2027 *Late hires must wait two weeks after completing T-TESS 2.0, GSPD, and SGM training before they can be observed.	*No Pre-conference required. *Unannounced observation will not be scheduled by date and time. *Post-conference is optional. *One observation is required each semester. Announced and unannounced observations must occur in opposite semesters.
ANNOUNCED OBSERVATION (DOMAINS 1, 2, & 3) – FULL LESSON CYCLE PERIOD	
*Exclude observations in the two weeks following the day of completion of the T-TESS 2.0 orientation *Announced observations begin August 24, 2026 *Announced observations end April 27, 2027 *Late hires must wait two weeks after completing T-TESS 2.0, GSPD, and SGM training before they can be observed.	*No Pre-conference required. *Announced observation must be scheduled by date and time. *Post-conference is optional. *One observation is required each semester. Announced and unannounced observations must occur in opposite semesters.
POST-CONFERENCE (OPTIONAL)	
If conducted, the post-conference between the appraiser & teacher must occur within 10 working days of the observation.	
END OF YEAR and SUMMATIVE CONFERENCE DEADLINES	
May 5, 2027 T-TESS 2.0 requires the end-of-year final summative conference to be held at least fifteen (15) days prior to the last day of Instruction.	Last day to conduct all end-of-year conferences and provide the written summative annual appraisal reports to teachers. *Evaluations due at HR Dept. by May 14, 2027
NO ANNOUNCED & UNANNOUNCED OBSERVATIONS/ WALKTHROUGHS FOR DATA COLLECTION	
*On the day before or after a staff/student holiday *On Professional Development days	*On the days of early release for students *On days for State-mandated assessments or other standardized tests
No Observations/Walkthroughs on Sept. 4 & 8, Oct. 8 & 13, Nov. 20 & 30, Dec. 16, January 6 & 7, Feb. 18 & 23, Mar. 5 & 15, March 25 & 30, April 29, and May 3	
No Observations/Walkthroughs on State Assessment days: Dec. 2 - 8, Apr. 7 - 28 Refer to the District Testing Calendar- Principals will determine which testing days affect their campuses and ensure that staff are advised that evaluations <u>will not</u> be conducted on those specific days.	