

Board Information Item

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07/27/2026

Subject:	2026-2027 T-TESS Teacher Appraisal Calendar
Contact Person:	Kelly Mires, Chief Human Resources Officer
Policy/Code:	DNA(LEGAL) and DNA(LOCAL)
Priority and Performance Objective:	Priority 2: Faculty and Staff Recruitment, Retention and Capacity Building Objective 2.2: Employee Retention and Employee Satisfaction
Summary:	The Appraisal Calendar for 2026-2027 includes dates, events and requirements that comply with the Commissioner's Rules concerning educator appraisals.
Attachments:	2026-2027 Teacher Appraisal Calendar
Recommendation:	The recommendation is for the Board of Trustees to approve the 2026-2027 Teacher Appraisal Calendar as submitted.

Appraisal Calendar 2026-2027

The appraisal period for each teacher includes all the days of the teacher's contract.

Date	Event or Requirement
August 3-11, 2026	Orientation for Texas Teacher Evaluation and Support System (T-TESS) will occur on individual campuses for all teaching staff. New Teachers trained on July 30, 2026.
August 31, 2026 - April 2, 2027	Window for Formal Observations. At least 45 minutes in length. Pre-conference is required for educators new to the campus. Post-conference required for all educators within 10 business days of the formal observation.
Sept. 25, 2026	Deadline for submission of the T-TESS Goal Setting document to the appraiser for teachers who received the T-TESS orientation on or before August 11, 2026.
Dec. 4, 2026	Formal observations for all teachers new to GCISD must be completed.
April 2, 2027	Deadline for completion of formal observations to allow adequate preparation for summative conferences to occur before the mandatory deadline of May 4, 2027.
May 4, 2027	Deadline for completion of summative conferences (15 business days before the last day of instruction, 5/25/2027) - A minimum of 5 working days prior to the scheduled summative conference, the administrator shall provide the teacher with a written copy of the completed summative appraisal document. - The summative conference includes a dialogue between the appraiser and teacher regarding Domain IV, Professional Practices and Responsibilities
June 3, 2027	Deadline for submitting annual summative conference forms to the Human Resources Department via Perform.

- Share documentation with teacher within 10 business days.
- Compliance with calendar guidelines is required. Staff hired during the 2026-2027 school year must be trained within 3 weeks of being hired.
- Teachers should expect documented walk-throughs and informal observations by administrators throughout the contract period.
- Observations may not be scheduled on test administration days for teachers involved in any of the designated, statewide or District testing days.

Presented for Board approval July 27, 2026