

Galveston ISD 2026-2027 T-TESS Timeline

Target Date(s)	Activity
July 30, 2026	GISD New Hire T-TESS Overview Annex A
August 3-September 30, 2026	All staff complete required mandatory online trainings (Vector)
August 26, 2026	- Campus T-TESS update for returning staff (include SGM information) - Send sign-in sheet to HR once completed
August 28-September 29, 2026	- Hold teacher goal setting conference - Verify teacher self-assessment is complete, finalize SGM plan, & review goals (2 total – 1 on student growth, 1 on professional development) - Goals must use the SMART criteria and be documented in Frontline
September 8-December 11, 2026	- Complete two 5-minute fall walkthroughs per teacher and input in Frontline - Growth plans should be implemented by mid-October and submitted HR for review prior to December 11, 2026 letter to employee, if non-renewal is anticipated
September 25, 2026	All paraprofessionals complete a self-evaluation form in Frontline
October 5-December 11, 2026	- Complete T-TESS announced Formal Observation (45-minute) - Pre-conference and post-conference must be held and documented in Frontline (Note: post-conference must be held within 10 days of observation)
October 30, 2026	Deadline to enter SGM pre-test results in DMS
December 11, 2026	- List of staff members in need of assistance with anticipation of non-renewal or termination due to HR – December letter to employee is required - HR documentation packet is required for each of these employees (see exemplar packet in <i>Human Resources</i> shared drive in the <i>T-TESS</i> folder for detailed steps and timeline)
December 14-17, 2026	Campus principals verify appraisers & staff have completed ALL fall requirements found in the appraisal timeline
January 11-February 12, 2027	- Mid-year review of T-TESS goals, SGM progress monitoring, & professional development - This review must be documented in Frontline
February 16-March 5, 2027	HR file review with campus principals for proposed non-renewals/terminations
January 12-April 2, 2027	Complete two 5-minute spring walkthroughs per teacher and input in Frontline
January 12-April 9, 2027	- Complete T-TESS <u>unannounced</u> Formal Observation (45-minute) - Post Conference must be held and documented in Frontline (Note: post-conference must be held within 10 days of observation)
April 9, 2027	Contract list of names for Board of Trustees for proposed contract recommendations, non-renewals or terminations due to HR
April 12-May 5, 2027	- Conduct summative conference to review Domains 1-3 and gather evidence for Domain 4 - Input summative conference information into Frontline (Note: summative information must be delivered to teachers within 10 days after the summative conference)
April 30, 2027	Deadline to enter SGM post-test results in DMS
May 14, 2027	Last day to deliver a written summative appraisal to <u>ALL</u> staff