



2026-2027 T-TESS Appraisal Calendar

T-TESS Annual Appraisal Process Timeline

Current Year			Next Year
Weeks 1-6	Weeks 6 through End-of-Year Conferences	At Least 15 Days Prior to the Last Day of Instruction	Weeks 1-6
Teacher Orientation (No later than the first three weeks of school and at least two weeks before the first observation) Goal-Setting and Professional Development (GSPD) Plan - Submitted to the appraiser for approval within six weeks from the day of completion of the orientation. - A GSPD Conference is required for a teacher in the first year of appraisal under T-TESS and teachers new to the district.	Teacher Orientation for Late Hires Goal-Setting and Professional Development Plan for Late Hires - Submitted to the appraiser within six weeks from the day of the completion of the orientation. Ongoing review of teacher and student data Ongoing review of the GSPD plan to formatively assess progress towards goals, professional development impact, and teacher and student performance Ongoing collection of evidence to support Domain IV - Teacher and appraiser	End-of-Year Conferences - Review summative scores for Domains I, II and III - Review the data and evidence gathered throughout the appraisal year for Domain IV, including the teacher's evidence for this domain/dimensions - Review results of the performance of the teachers' students - Review potential goals and professional development plans for the next school year <i>Note: Domain 4 is not scored until after the teacher has been afforded an opportunity to present evidence related to each of the four dimensions during the end-of-year conference.</i>	Teacher Orientation for teachers new to T-TESS, the district, and when district policy has changed from the last orientation. (No later than the first three weeks of school and at least two weeks before the first observation) Goal-Setting and Professional Development (GSPD) Plan - Returning teachers review the goal(s) established at the EOY Conference to determine if changes are needed, and submit within first six weeks of instruction. - New teachers are guided through the GSPD process to self-assess, develop goals, and establish a professional development plan, then submit within six weeks of the orientation.
Informal observations and walkthroughs with ongoing feedback to support and develop teacher practices			
	Formal observation window established per local policy – Excludes/prohibits observations in the two weeks following the orientation		

Who is observed:

All SISD teachers will receive ONE full observation and a minimum of TWO walk throughs each SY.



Appraisal Activities	Dates
Deadline for new-hire training and annual T-TESS orientation (Late hires complete training/procedure review within 3 weeks of start date) Training to address: • State and Local Appraisal Policies • T-TESS structure and rubric • Local Appraisal Calendar Required for: • Teachers new to the district • Teachers never appraised under T-TESS	July 30, 2026
Deadline to enter goals in Strive	September 18, 2026
Appraisal Schedules due to Mrs. Crane	September 4, 2026
Formal Observations Begin	August 31, 2026
GSPD Conferences complete (all new to district teachers)	September 18, 2026
Deadline for appraiser to approve goals in Strive	September 25, 2026
Deadline for completion of formal observations	April 16, 2027
EOY Conferences may begin	April 19, 2027
Appraisee uploads evidence toward goal attainment (prior to EOY conference)	By April 16, 2027
Deadline for completion of EOY conference	April 27, 2027
Written Summative Report completed after EOY conference	Released to teachers within 10 days <i>after the conference</i>
Final date to release Summative Report	April 27, 2027
Appraisee marks current years' goal as complete	May 20, 2027
All appraisal process tasks must be finalized	May 20, 2027