



Brownsville Independent School District  
 Human Resources Department  
 2024-2025 Texas Teacher Evaluation and Support System (T-TESS)  
 Calendar



August 12, 2024 – May 29, 2025	Walkthroughs may be conducted and cumulative data may be obtained on any day and at any time throughout the school year. Any documentation that would affect a teacher’s score shall be shared with the teacher within 10 working days.
August 30, 2024	Goal-Setting and Professional Development Plan (GSPD) Beginning-of-Year Conference
August 30, 2024	Student Learning Objective (SLO) due to appraiser on Strive/Eduphoria.
September 4, 2024	Formal Observations begin. <b>All teachers shall be formally observed by February 25, 2025*. Teachers hired after this date will be formally observed as soon as possible before the end of the appraisal period.</b>
October 11, 2024	SLO Approved in Strive/Eduphoria by Appraiser
January 7 – January 31, 2025	GSPD/SLO Mid-Year Conference
April 7 – May 2, 2025	GSPD/SLO End-of-Year Conference
April 17, 2025	Last day to present written <b>Observation Summary</b>
May 2, 2025	Last day to present written <b>Summative Annual Appraisal Report</b>
<b>NOTE: A teacher may request a second observation within ten working days after the observation post conference.</b>	
June 6, 2025	Teacher Summative Annual Appraisal Reports submitted to the Human Resources Department (T-TESS Evaluation Roster, T-TESS Observation Rubrics, T-TESS Summative and BISD SLO Rating Rubrics) via TalentEd
May 30, 2025	Projected GSPD/SLO’s for next school year

**\*Formal observation feedback shall be shared with the teacher within 10 working days.**

**\*Signatures are required by all parties on the observation signature page.**

**Based on the 2024-2025 BISD School Calendar, the following dates indicate the days that formal T-TESS observations shall NOT be conducted.**

August 12 – August 30, 2024	First Three Weeks of Instruction
August 30 - September 3, 2024	Labor Day
October 11 – October 15, 2024	Columbus Day
November 4 – November 6, 2024	General Election
November 22 – December 2, 2024	Thanksgiving
December 19, 2024 – January 7, 2025	Christmas
February 26 – March 3, 2025	Early Dismissal/Charro Days
March 14 – March 24, 2025	Spring Break
April 17 – April 22, 2025	Easter
May 23 – May 27, 2025	Memorial Day
Dates may vary	End-of-Semester or End-of-Year Examinations
Dates may vary	STAAR, EOC, or other standardized tests