



Fabens ISD 2023-2024 T-TESS Appraisal Calendar

August 25, 2023

Deadline for T-TESS Orientation

September 5, 2023

Goal-Setting and Professional Development (GSPD) Plans due: All teachers must submit the GSPD plan to their appraiser for approval. A GSPD conference is required for a teacher in the first year of appraisal under T-TESS and teachers new to the district to guide them through this process.

September 6, 2023 - April 5, 2024

T-TESS Observation Period: T-TESS observations must not occur before September 6, 2023, or after April 5, 2024.

Other important considerations:

- 🐾 Observations must not occur on the day before or after Thanksgiving, Christmas, Spring Break, or Easter; on any date on which a STAAR/EOC or benchmark test is administered on that campus.
- 🐾 Teachers will have at least one formal observation (minimum of 45 minutes) conducted by an appraiser during an announced one-week window.
- 🐾 A pre-conference between the teacher and appraiser will be required before the formal observation to review the lesson plan and discuss student learning objectives and anticipated student outcomes for the week of the observation window.
- 🐾 The required post-conference will be conducted within 10 working days of the date of the formal observation.
- 🐾 Formal Observations will be recorded.

April 15, 2024

Goals Part II and Professional Development Plan Due – All Teachers must submit in Euphoria before the End-of Year conference.

April 16 - May 8, 2024

End-of-Year Summative Conferences:

- 🐾 All EOY conferences must be completed 15 days prior to the last day of instruction. During the EOY conference, the teacher and appraiser will review scores for the domains and accompanying evidence as well as review potential goals and professional development plans for the next school year.
- 🐾 A written summative appraisal shall be provided to the teacher within ten days of the Summative Conference, no later than 15 days prior to the last day of instruction. This may be provided electronically through Euphoria.



Fabens ISD 2023-2024 Student learning Objectives (SLOs) Calendar

Phase 1 Create SLO	Phase 2 Monitor Progress and Adjust Instruction	Phase 3 Evaluate and Reflect
August 1- September 8, 2023	September 11, 2023 – March 28, 2024	April 2 – May 3, 2024
<p>Step 1: Identify SLO Focus Create a Student Learning Objective for one subject.</p> <p>Step 2: Develop an Initial Skill Profile (ISP) Start with typical student descriptors and complete all ISP categories.</p> <p>Collect Pre-Assessment Data: Teachers will collect in-class data to determine student descriptor categories in the ISP.</p> <p>Step 3: Create the Targeted Skill Profile (TSP) Establish a target for each student in the student growth tracker. Select the sources of evidence to be used to determine growth. (Ensure growth measure results will be available by May 3, 2024)</p> <p>Step 4: Review SLO plan with appraiser for approval – upload to Eduphoria Plan for differentiation and strategies to monitor progress.</p>	<p>*Step 5: Progress monitoring and planning for differentiated supports</p> <p>Progress Check in #1 October 16, 2023</p> <p>Progress Check in #2 January 8, 2024</p> <p>Complete Mid-year Growth Tracking Conference: Discuss the adjustments implemented and submit and discuss updated Student Growth tracker with appraiser.</p> <p>Progress Check in #3 April 5, 2024</p>	<p>Step 6: Complete Post Assessments and update Student Growth Tracker Reflect on student progress and prepare to discuss with appraiser.</p> <p>Before May 8, 2024 Step 7: EOY SLO Closeout Conference: The SLO Closeout conference will occur during the T-TESS Summative conference. Upload all SLO forms and evidence of student skill levels and be prepared to discuss.</p> <p><i>*Campus administration may provide additional dates/ deadlines for steps within each phase for the purpose of gathering data and structuring collaboration. While three is the minimum number required, the student growth tracker has space for five check-ins and can be expanded if more are needed.</i></p>

Find SLO Forms and additional teacher and administrator resources at <https://texasslo.org/Resources>



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Fabens ISD T-TESS Certified Appraisers

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