



Texas Teacher Evaluation and Support System (T-TESS) 2025-26 Appraisal Calendar

- The appraisal period for a teacher includes all the days of a teacher's contract.
- Observations during the appraisal period must be conducted during the required days of instruction for students during one school year.
- The appraisal calendar shall exclude observations in the two weeks following the completion of the T-TESS orientation in the school years when an orientation is required.
- The appraisal calendar shall indicate a period for end-of-year conferences that ends no later than 15 working days before the last day of instruction for students.

No Formal Observations on the Following Dates:

☒ August 6– August 20	(First Two Weeks of Instruction)
☒ August 29	(Last Day of Instruction Before Holiday)
☒ October 10	(Last Day of Instruction Before Holiday)
☒ November 21	(Last Day of Instruction Before Holiday)
☒ December 17-19	(Semester Exams and Last Day of Instruction Before Holiday)
☒ January 16	(Last Day of Instruction Before a Holiday)
☒ February 13	(Last Day of Instruction Before a Holiday)
☒ March 13	(Last Day of Instruction Before a Holiday)
☒ April 3	(Last Day of Instruction Before a Holiday)

Important Information and Dates:

- **September 2, 2025: First Day for formal observations** (*Late hires – 2 weeks after orientation)
- All first year teachers and teachers new to the district shall be evaluated **during the first semester of employment.** (TISD requirement)
- The appraisal process shall include an observation pre-conference, an announced observation of **at least 45 minutes**, and an observation post-conference. Additional announced and/or unannounced observations may be included in the appraisal process. The appraiser shall observe the beginning, middle, and end of a lesson.
- Teachers eligible for a less-than-annual evaluation shall be appraised every three years. *Board Policy DNA (Legal) Performance Appraisal of Teachers* outlines the criteria for less-than-annual evaluations under T-TESS. (For a list of eligibility requirements, click here: [TISD Board Policy](#)).
 - Board Policy *DNA Local* provides the district with flexibility to require an annual appraisal during any given year by providing written notification to teachers who otherwise meet the eligibility for a less than annual appraisal.
 - Note: All teachers in the approved Teacher Incentive Allotment plan for the current year may not opt out of the annual appraisal process.
- Walkthroughs may be conducted, and cumulative data may be obtained on any day and at any time during the appraisal period. Any documentation that would affect a teacher's summative appraisal ratings shall be shared with the teacher **within 10 working days.**
- **September 19, 2025:** The *Teacher Self-Assessment and Goal Setting and Professional Development Plan, Part I* shall be presented to the appraiser **within the first six weeks from the day of completion of the T-TESS orientation or within the first six weeks of instruction** for returning teachers (**no later than September 19, 2025**).



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- For a teacher in the first year of T-TESS appraisal or new to the district, the appraiser shall conduct a *Goal Setting and Professional Development Conference* **prior to the teacher submitting the plan** to the appraiser. For a teacher's T-TESS appraisal within the district, an observation pre-conference is required **prior to announced observations**.
- **October 10, 2025:** Teachers submit the Student Growth Goal (Pre-Post Test) to the appraiser. (see Following Pages for Information Regarding Pre-Post Tests).
- The **observation post-conference** shall be conducted **within 10 working days** after the completion of an observation. The observation post-conference shall include a written report of the rating of each dimension that is observed. The written report is presented to the teacher only after a discussion of the areas of reinforcement and areas for refinement. (**Recommendation is that the post-conference occurs within two working days**).
- **March 20, 2026:** Last day for formal observations.
- **April 24, 2026:** Conduct End-of-Year Conferences no later than April 24, 2026.
- **April 24, 2026:** Complete Student Growth Goals (Pre-Post Test) no later than April 24, 2026 or as prescribed on the TISD Assessment Calendar (in the event that the Post Test occurs later than April 24).
- **May 8, 2026:** Appraiser shall provide a **Written Summative Annual Appraisal Report** to the teacher **within 10 working days** of the conclusion of the end-of-year conference and **no later than May 8, 2026**.
- **May 15, 2026:** Principals must submit completed appraisals to the Human Resources Department by **May 15, 2026**.

[Reference: Texarkana ISD Board Policy DNA - Performance Appraisal: Evaluation of Teachers \(Legal/Local\)](#)

T-TESS New Tiger Orientation (Early and Late Hires):

- ➔ All staff members hired prior to the staff start date will receive a T-TESS orientation during the New Tiger Orientation week with Instructional Services.
- ➔ Any staff hired after the T-TESS orientation during New Tiger week will be provided a [T-TESS Overview](#) by their appraiser within **two weeks of their hire date**. All current TISD staff should receive a T-TESS Overview at the beginning of each school year.
- ➔ The appraiser will provide the teacher with the orientation and directions to begin the appraisal process by **scheduling a goal setting conference with the teacher within two weeks of the orientation**.
- ➔ The appraisee will complete the *Goal Setting and Professional Development Plan* **within six weeks following the date of the orientation and/or within four weeks of the goal setting conference**.
- ➔ If the staff member is hired during the **first semester and prior to October 31**, the standard timeline for a teacher in the first year of T-TESS or new to the district will be followed and **the appraisal should be completed prior to the end of the first semester**.
- ➔ If the staff member is hired **after October 31 or during the second semester**, the **standard timeline for all appraisals will be followed**.



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Student Growth Measure: Texarkana ISD will begin a migration toward Pre-Post Test versus Student Learning Objectives as the district's growth measure, beginning with the 2025-26 school year.

2024-25 TIA Groups and Student Growth Measures:

Teacher Group	Growth Measure
Pre-Kindergarten	CIRCLE Pre-Post Test
Grade 3 Reading	IXL Pre-Post Test

****Note:** PK and 3rd Grade Reading Continue for 25-26 (each year adds to -- it does not replace).

2025-26 TIA Expansion Groups and Student Growth Measures (Data Capture Courses):

Teacher Group	Growth Measure
Kindergarten, Grades 1 and 2 Teachers RLA and Mathematics	IXL Pre-Post Test
Grade 3 Mathematics	IXL Pre-Post Test
Grades 4, 5, 6, 7, and 8 RLA and Mathematics	IXL Pre-Post Test
English I and II	STAAR Growth Measure
Algebra I	STAAR Growth Measure

2025-26 Courses with a Pre-Post Test Provided by TEKS Ready Through Region 10 or a State Assessment

*****NOTE:** These Courses will be in the Proposed 2026-27 TIA Expansion Plan Groups

Teacher Group	Growth Measure
RLA/SLA, Mathematics, Science, Social Studies	
English III and IV	TEKS Ready Pre-Post Test
Geometry, Algebra II, Math Models, Statistics, PreCalculus	TEKS Ready Pre-Post Test
Science, Grades 3, 4, 6, 7	TEKS Ready Pre-Post Test
Integrated Physics and Chemistry (IPC), Chemistry, Anatomy and Physiology, Physics, Aquatic Science, Earth and Space, Astronomy	TEKS Ready Pre-Post Test
Social Studies, Grades 3,4,5,6,7	TEKS Ready Pre-Post Test
World Geography, World History, Government, Economics, Sociology, Psychology, African American Studies	TEKS Ready Pre-Post Test
Fine Arts	
Fine Arts, Visual, Grade 5; Fine Arts Music, Grade 5	TEKS Ready Pre-Post Test
LOTE	
Spanish II, French II	TEKS Ready Pre-Post Test
Physical Education	
Physical Education, PE Grades K-1-2-3-4-5-6-7-8, HS	FitnessGram
Career and Technology	



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Teacher Group	Growth Measure
Audio Video Production I	TEKS Ready Pre-Post Test
Computer Science I	TEKS Ready Pre-Post Test
Graphic Design and Illustration I and Lab	TEKS Ready Pre-Post Test
Human Growth and Development	TEKS Ready Pre-Post Test
Intro to Culinary Arts	TEKS Ready Pre-Post Test
Medical Terminology	TEKS Ready Pre-Post Test
Personal Financial Literacy and Economics	TEKS Ready Pre-Post Test
Principles of Agriculture, Food, and Natural Resources	TEKS Ready Pre-Post Test
Principles of Business, Marketing, and Finance (TMS)	TEKS Ready Pre-Post Test
Principles of Hospitality and Tourism	TEKS Ready Pre-Post Test
Principles of Human Services	TEKS Ready Pre-Post Test
Principles of Law, Public Safety, Corrections, and Security;	TEKS Ready Pre-Post Test
Digital Art and Animation, Grade 8	TEKS Ready Pre-Post Test
Principles of Applied Engineering, Grade 8	TEKS Ready Pre-Post Test

2025-26 Courses Needing to Develop Pre-Post Test for Required Growth Measure:

*****NOTE: These Courses will be in the Proposed 2026-27 or 2027-28 TIA Expansion Plan Groups (Dependent upon development of Valid and Reliable Pre-Post Tests)**

Teacher Group	Growth Measure
RLA/SLA, Mathematics, Science, Social Studies	
English Language Arts, Grades 11, 12, Business English, College Prep English, Reach 1, 2, 3, and 4	Develop Pre-Post Test
Spanish Language Arts (SLA) Grades K-2	iStation/Amira
Financial Math, College Prep Math	Develop Pre-Post Test
Science, Grade 5 and 8, Biology, Food Science, Forensic Science	Develop Pre-Post Test
Social Studies, Grade 8, US History, Philosophy	Develop Pre-Post Test
Fine Arts	
Fine Arts Visual K-4; Music K-4; Theatre K-5	Develop Pre-Post Test
Art Design I-a/b Grade 6; Art Design II a/b Grade 7; Art Design III a/b Grade 8	Develop Pre-Post Test
Art History Grade 6 and 7; Art I Pre-AP Grade 8; Theatre Arts Grades 6-8; Art 1; Art Appreciation; Art History, AP, Art Appreciation DC (TC Curriculum);	Develop Pre-Post Test
Beginning Band Grades 6-7; Band Grades 7-8; Band Varsity Grade 7; Jazz Band Grades 7-8; Beginning String Orchestra Grades 6-7; String Orchestra Grades 7-8;	Develop Pre-Post Test
TMS Voices Grade 6; TMS Voices Girls/Boys Grade 7; TMS Voices Grade 8; Choir 1-2, Vocal Ensemble; Dance I	Develop Pre-Post Test
Painting 2 and Honors; Painting 3-4; Painting 2D Design AP	Develop Pre-Post Test
Drawing 2 and Honors; Drawing 3-4; Drawing AP	Develop Pre-Post Test



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Teacher Group	Growth Measure
Sculpture 2 and Honors; Sculpture 3-4; Sculpture 3D Design AP	Develop Pre-Post Test
Piano Grades 7-8; Piano 1-2-3;	Develop Pre-Post Test
Theatre Arts 1-2-3-4; Theatre Production Stage Craft; Advanced Theatre Production; Theatre Lighting; Tech Theatre 1-2-3	Develop Pre-Post Test
LOTE	
Spanish Grades 6-8 and Spanish I Grade 8; Conversational Spanish Grade 8; Spanish I; Pre-AP Spanish I and II	Develop Pre-Post Test
French I Grade I; French I, III, IV; Pre-AP French I, II, III	Develop Pre-Post Test
Latin 1, 2, 3, 4	Develop Pre-Post Test
American Sign Language I, II, III, IV	Develop Pre-Post Test
Physical Education	
Pre-Athletics Boys/Girls Grade 6; Athletics Boys/Girls Grades 7-8	Develop Pre-Post Test
Bowling Grades 6-8; Cheer Fundamentals Grades 6-7; Competitive Cheer Grades 7-8; Golf Grades 7-8; Outdoor Education Grades 6-8; Soccer Grades 6-8; Swimming Grades 6-8; Tennis Grade 6 and 8; Competitive Tennis Grade 7; Recreational Tennis Grade 7; Water Sports Grades 6-8; Sports Medicine 1-2-3; Foundations of Personal Fitness	Develop Pre-Post Test
Career and Technology	
Accounting I, I-DC; II, II-DC	Develop Pre-Post Test
Advanced Animal Science	Develop Pre-Post Test
Agricultural Mechanics and Metal Technologies; Agricultural Power Systems; Agricultural Structures Design and Fabrication	Develop Pre-Post Test
Architecture Design I, Design II, and Practicum	Develop Pre-Post Test
Audio Video Production II and Lab DC; Practicum and DC	Develop Pre-Post Test
Banking and Financial Services	Develop Pre-Post Test
Biology II, DC Research and Design	Develop Pre-Post Test
Building Maintenance Technologies I	Develop Pre-Post Test
Business Information Management (BIM) I, I-DC, II; Business Management	Develop Pre-Post Test
Chemistry II-DC Research and Design	Develop Pre-Post Test
Child Development DC	Develop Pre-Post Test
Commercial Photography I-DC, II-DC, III-DC	Develop Pre-Post Test
Computer Maintenance, Computer Networking, Computer Programming I-II; Computer Science II, III-Pre-AP; Computer Science Principles	Develop Pre-Post Test
Construction Technologies I	Develop Pre-Post Test
Corrections, DC; Court Systems	Develop Pre-Post Test
Culinary Arts I, I-DC, II, II-DC; Culinary Arts Practicum	Develop Pre-Post Test
Digital Media	Develop Pre-Post Test
Dollars and Sense	Develop Pre-Post Test
Education and Training Practicum and DC	Develop Pre-Post Test
Engineering Design and Presentation I; Engineering Design and Problem Solving; Engineering Math	Develop Pre-Post Test



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Teacher Group	Growth Measure
Fashion Design and Lab Practicum; Fashion Design I; II and Lab; Fashion Marketing; Floral Design I; Advanced Floral Design	Develop Pre-Post Test
Food Science	Develop Pre-Post Test
Forensic Science, Pre-AP	Develop Pre-Post Test
General Employment Skills DC	Develop Pre-Post Test
Graphic Design and Illustration and Lab/Practicum; Graphic Design and Illustration II and Lab	Develop Pre-Post Test
Health Science Clinical; Health Science Theory; Health Science Practicum	Develop Pre-Post Test
Horticulture Science	Develop Pre-Post Test
Instructional Practices	Develop Pre-Post Test
Interior Design	Develop Pre-Post Test
Interpersonal Studies	Develop Pre-Post Test
Law Enforcement I, II-DC	Develop Pre-Post Test
Lifespan Growth and Development, DC	Develop Pre-Post Test
Livestock Production, DC	Develop Pre-Post Test
Marketing Dynamics, DC; Marketing Dynamics DC Work Study; Marketing Dynamics Practicum	Develop Pre-Post Test
Nutrition and Wellness	Develop Pre-Post Test
Pharmacology	Develop Pre-Post Test
Physics II DC, Research and Design	Develop Pre-Post Test
Principles of Architecture; Principles of Construction; Principles of Education and Training; Principles of Health Science; Principles of Information Technology; Principles of Transportation Systems	Develop Pre-Post Test
Robotics	Develop Pre-Post Test
Small Engine Repair	Develop Pre-Post Test
Sports Marketing	Develop Pre-Post Test
Statistics and Business Decision Making, Regular and DC	Develop Pre-Post Test
Veterinary Medical Applications	Develop Pre-Post Test
Video Game Design	Develop Pre-Post Test
VOCE	Develop Pre-Post Test
Web Technologies	Develop Pre-Post Test
Wildlife, Fisheries, and Ecology Management	Develop Pre-Post Test
Technology	
Elementary Technology Grades K-1-2-3-4-5	Develop Pre-Post Test
College and Career Readiness Grade 6	Develop Pre-Post Test
Principles of Arts, Audio/Video Technology and Communications	Develop Pre-Post Test
Principles of Information Technology Grade 8	Develop Pre-Post Test
Web Design, Grade 8	Develop Pre-Post Test
Robotics Programming and Design, Grades 6-7	Develop Pre-Post Test
Game Programming and Design, Grade 6	Develop Pre-Post Test



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Teacher Group	Growth Measure
Mobile Application Development, Grade 7	Develop Pre-Post Test
Coding, Grade 8	Develop Pre-Post Test
Journalism, Grade 8	Develop Pre-Post Test
Photography, Grade 8	Develop Pre-Post Test
Drones, Grade 8	Develop Pre-Post Test
Competition Robotics, Grade 8	Develop Pre-Post Test
Synergistic Technology, Grades 6-7-8	Develop Pre-Post Test
General Electives	
Health and Wellness, Grade 6	Develop Pre-Post Test
Reach, Grades 6-7-8	Develop Pre-Post Test
Think Tank Factory, Grade 6	Develop Pre-Post Test
Teen Leadership, Grades 6-7-8	Develop Pre-Post Test