

## Texas Teacher Evaluation Support System (T-TESS)

### 2026-2027 Appraisal Calendar

| Timeline                 | Date                | Activity                                                                                                                                                                                                                                    | Audience                                     | Person(s) Responsible                | Additional Notes                                                                                                                                                                                                                 |
|--------------------------|---------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------|--------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Summer                   | 6/15/2026           | Teacher Incentive Allotment (TIA) Overview/ Student Growth Measure Model Training (Virtual)                                                                                                                                                 | District and Campus Admin                    | Human Resources/ TIA Coordinator     | Overview of the Teacher Incentive Allotment (TIA)<br><br>TIA goals and impact on districts and teachers<br><br>Overview of TIA system components                                                                                 |
|                          | 7/21/2026           | Summer Boot Camp-T-TESS (In-Person)                                                                                                                                                                                                         | District and Campus Admin (T-TESS Certified) | Human Resources/ TIA Coordinator     | Expected outcomes:<br>*Strengthen calibration across appraisers<br>*Improve evidence collection and alignment<br>*Increase reliability of observation ratings                                                                    |
|                          | 8/5/2026 & 8/7/2026 | T-TESS – Deep Dive/Refresher                                                                                                                                                                                                                | Teachers                                     | District and Campus Admin            | 8/5- Medical Professions-Cafeteria:<br>Rising Scholars Academy<br>Medical Professions<br>Science Academy<br>8/7- Health Professions Cafeteria:<br>Virtual Academy<br>Health Professions<br>World Scholars<br>Preparatory Academy |
| 8/31/2026-04/23/2027     | 8/31/2026           | Walkthroughs and pre-conference and observations can start after the first two weeks of school (only if teachers had refresher)<br>Walkthrough Window from 8/31- 4/23                                                                       | Teachers                                     | Campus Administrators                | For new teachers to the district, or teachers that have never been appraised under T-TESS or late hires will need to be trained no later than two weeks prior to their first observation.                                        |
| 1 <sup>st</sup> Semester | Week of 09/07/2026  | District T-TESS Calibration                                                                                                                                                                                                                 | Campus Administrators                        | Human Resources/ TIA Coordinator/C&I |                                                                                                                                                                                                                                  |
| 1 <sup>st</sup> Semester | 09/25/2026          | Deadline for Teacher Goal-Setting and Professional Development Plan for All Teachers<br>* Returning teachers must meet with their appraiser to establish a student growth measure goal and should review the goal(s) established at the EOY | Teachers                                     | Campus Administrators                |                                                                                                                                                                                                                                  |

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|                          |                    |                                                                                                                                                                                                                                                                                                                                             |                                    |                                         |  |
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|                          |                    | conference to determine if changes are needed.<br>* New to T-TESS or New District teachers must be guided through the Goal Setting and Professional Development Plan and Student Growth Measure process.<br>* BOY Assessments should be used as a guide to set goals.<br>* All plans must be submitted within six weeks of the orientation. |                                    |                                         |  |
| 1 <sup>st</sup> Semester | Week of 12/07/2026 | 2 <sup>nd</sup> District T-TESS Calibration                                                                                                                                                                                                                                                                                                 | Campus Administrators              | Human Resources/<br>TIA Coordinator/C&I |  |
| 1 <sup>st</sup> Semester | 12/11/2026         | Deadline for Coaching Sessions to be completed<br>* Teachers will have one Coaching Walkthrough session prior to the formal Observation.                                                                                                                                                                                                    | Campus Administrators              | Principal                               |  |
| 1 <sup>st</sup> Semester | 12/18/2025         | Deadline for Pre-Conferences to be completed<br>* Pre-Conference needs to be completed 10 days before the Formal Observation.                                                                                                                                                                                                               | Campus Administrators              | Principals                              |  |
| 2 <sup>nd</sup> Semester | Week of 1/25/2027  | 3 <sup>rd</sup> District T-TESS Calibration                                                                                                                                                                                                                                                                                                 | Campus Administrators              | Human Resources/<br>TIA Coordinator/C&I |  |
|                          | 1/29/2027          | Deadline for Formal Observations to be completed<br>* Post-observation conferences must be completed 10 working days after a formal observation.<br>* 45-minute (60-minutes recommended for best practice) announced observation                                                                                                            | Campus Administrators              | Principals                              |  |
|                          | 2/13/2027          | Deadline for post-conferences to be completed                                                                                                                                                                                                                                                                                               | Campus Administrators              | Principals                              |  |
| 2 <sup>nd</sup> Semester | Week of 3/01/2027  | 4 <sup>th</sup> District T-TESS Calibration                                                                                                                                                                                                                                                                                                 | Campus Administrators              | Human Resources/<br>TIA Coordinator/C&I |  |
|                          | 04/30/2027         | Deadline for End of the Year Summative                                                                                                                                                                                                                                                                                                      | Campus Administrators/<br>Teachers | Principals                              |  |