



Clear Creek Independent School District Teacher Appraisal Calendar August 2026-June 2027

August 1, 2026 (*Training must be completed within 10 days of hire, if hired after the start of the school year*)

Mandatory T-TESS Training – New Teacher Hires <https://clearcreek.schoolobjects.com/strive/professional-learning/course/74179>

New CCISD teacher hires must enroll and complete the Human Resources **T-TESS Training course** in Eduphoria. Teachers must click “apply for credit button” to earn credit for the course.

July 1, 2026 – October 16, 2026

Vector Solutions will serve as the platform for mandatory staff training this year and can be accessed through your Single Sign-On (SSO) Portal. Instructions will be sent by CCISD-INFO via email on July 1, 2026, and August 3, 2026.

August 3 – 7, 2026

T-TESS & LEADS Refresher: Campus administrators conduct training on teacher appraisal system.

August 3 – 14, 2026

Consideration for Employee Eligibility for Less Than Annual Full Appraisal: Administrators and teachers will review policy [DN \(local\)](#) for professional support employees and [DNA \(local\)](#) for T-TESS and LEADS teachers to determine eligibility of employees. Eligible employees must submit the form in TalentEd Perform that he/she agrees to the less than annual appraisal on the Full Appraisal Waiver Request Form. (See [DN Exhibit](#) and [DNA Exhibit](#))

August 17 – September 25, 2026

Goal-Setting and Professional Development (GSPD) Plan Conferences Conducted (T-TESS, LEADS, Professional Support)

- For first year teachers, T-TESS Commissioner’s Rules require that a Goal-Setting and Professional Development Plan conference be held for a teacher in the first year of appraisal under T-TESS or for teachers new to the district. The conference should be held prior to the teacher submitting the plan.
- Continuing T-TESS teachers should have completed their GSPD Plan in conjunction with their previous spring semester (Summative Conference).
- All other professional employees should submit their goal setting in the specified appraisal document.

Teacher Self-Report, Section I, for T-TESS, and LEADS

- The Teacher Self-Report Section I for **T-TESS** is the **Goal Setting portion** of the Goal Setting and Professional Development (GSPD) Plan; this should be submitted through TalentEd Perform.
 - Note: The T-TESS Commissioner’s rules require that the Goal Setting Section I be submitted within 6 weeks of completion of the T-TESS orientation.
- The Teacher Self-Report, Section I for **LEADS** is the **Gap Analysis**.

T-TESS Observation Pre-Conference

- An Observation Pre-Conference must be conducted prior to the formal observation.

August 3, 2026 – May 20, 2027

Appraisal period for all paraprofessional staff (unless authorized by department’s Cabinet member). Appraisals are submitted electronically in TalentEd Perform.

August 31, 2026 – April 2, 2027

Appraisal period for all T-TESS, LEADS & Professional Support to be completed and submitted through the TalentEd Perform System.

March 1 – March 31, 2027

Appropriate **Teacher Self-Report** (T-TESS Section II Goal Reflection and Goal Setting of Goal Setting and Professional Development (GSPD) Plan or LEADS, Section II) **completed** and submitted through TalentEd Perform for **T-TESS** and **LEADS**.

April 2, 2027

Appraisal period for all T-TESS, LEADS & Professional Support to be completed and submitted through the TalentEd Perform System.

April 3, 2027

Summative Conferences begin for T-TESS, LEADS, Professional Support, and Clerical/Instructional Paraprofessional employees. Appraisals are submitted electronically through TalentEd Perform.

April 30, 2027

Summative Conferences completed for all teachers on Texas Teacher Evaluation System and Support (T-TESS) and Lead Educator Appraisal and Development System (LEADS).

- T-TESS Commissioner’s Rules state that Summative Conferences must be completed no later than 15 working days before the last day of instruction.
- Summative conferences are completed and submitted in TalentEd Perform for T-TESS and LEADS.

June 14, 2027

All summative appraisal reports must be completed and submitted in TalentEd Perform.

T-TESS Commissioner’s Rules (Chapter 150):

<https://tea.texas.gov/about-tea/laws-and-rules/texas-administrative-code/19-tac-chapter-150>