SANTA MARIA INDEPENDENT SCHOOL DISTRICT
Texas Teacher Evaluation and Support System (T-TESS) Teacher Timeline
2026 - 2027

#	Action	Responsibility	Timeline	Document
1	Orientation for T-TESS T-TESS Orientation for first year teachers and new teachers to district – Annual Review for ALL Teachers (Policies DNA Legal/Local & T-TESS Calendar will be issued)	Administration	September 2026 (within first 3 weeks)	T-TESS Training Materials
	Informal observations and walkthroughs with ongoing feedback support and develop teacher practices.		On-going through year	DMAC
2	Teachers NOT new to SMISD who completed this at EOY Conference may only need to make edits before submitting Teacher Self-Assessment and Goal Setting Plan Part 1	Teachers	September 18, 2026 (within 1st 6 weeks)	T-TESS Self-Assessment & Goal Setting on DMAC
3	T-TESS Formal Observations Window Formal Post-Conference Window	Administrators Teacher & Administrators	September 21, 2026 Within 10 days of observation	DMAC
4	All teachers must submit the Student Learning Objective (SLO) & the Student Growth Tracker form for targeted students. SLO Teaching Cycle begins SLO Progress Check Point #1 (DMAC-TEKScore Exam = .91) SLO Progress Check Point #2 (DMAC-TEKScore Exam = .92) and Fall STAAR Released Benchmark (DMAC Exam = .81) Mid-Year Conference: Discuss SLO progress of goals SLO Progress Check Point #3 (DMAC-TEKScore Exam = .93) SLO Progress Check Point #4 (DMAC-TEKScore Exam = .94) and Spring STAAR-Released Benchmark (DMAC Exam = .82) SLO Progress Check Point #5 (DMAC-TEKScore = .95) SLO Post Assessment Window: All SLO requirements must be done	Teachers & Administrators	September 18, 2026 September 21, 2026 October 19-23, 2026 November 9-13, 2026 January 5, 2027 January 11-15, 2027 February 8-12, 2027 March 22-25, 2027 April 1, 2027	SLO on See-One Unit/Lesson Internalization Verification DMAC Reports & See-One DMAC Reports & See-One See-One DMAC Reports & See-One DMAC Reports & See-One DMAC Reports & See-One See-One
5	Artifacts and evidence must be shared with appraiser at least 10 working days prior to the End of Year Summative Conference Teachers must complete Part II Goal Reflection for current year and Part III Future Goals for the next school year (2027-2028) prior to the Summative Conference	Teachers	10 days prior to conference	DMAC Post Conference DMAC Part II & III
6	End of Year Summative Conferences	Administrators	By April 16, 2027	DMAC
7	Written Summative Annual Appraisal Report	Teachers	By April 16, 2027	DMAC
8	Submit Summative T-TESS Appraisals for all Teachers to Human Resources	Administration	By April 16, 2027	Submit signed copy to HR

Observations cannot be conducted on the following days as per Board Policies DNA (Legal) & DNA (Local):
Last day before a Holiday and the day after a Holiday

Friday, October 9, 2026	Monday, October 19, 2026
Friday, November 20, 2026	Monday, November 30, 2026
Thursday, December 17, 2026	Thursday, January 7, 2027
Friday, March 12, 2027	Monday, March 22, 2027
Thursday, March 25, 2027	Tuesday, March 30, 2027
Friday, May 21, 2027	

Board Approved 07/22/2026
Office of Human Resources – HR@SMISD.NET