

T-TESS 2026-2027 Calendar

August 4, 2026 New Teacher Orientation

Teachers new to the district will be trained for T-TESS at NTO.

Teachers hired after August in-service sessions will be trained by district administration.

August 5, 2026 through August 28, 2026. Campus Orientation for all teachers has to occur during this window. Appraisals cannot occur until 2 weeks have passed from the date of the campus T-TESS orientation.

August 28, 2026 Due to appraiser: All teachers must complete and submit the (1) Goal Setting Plan with one goal and (2) Student Growth Goals for one class or group of students. Complete in Eduphoria/STRIVE.

August 31, 2026 T-TESS Appraisals may begin. This cannot occur until 2 weeks have passed from the date of the T-TESS orientation.

Non-Observation Days

Before August 31, 2026

October 08, 2026 Non-Observation Day

October 12, 2026 Non-Observation Day

November 19, 2026 Non-Observation Day

December 1, 2026 Non-Observation Day ALL documented walkthroughs for semester one must be completed. ALL student growth goal tracker information must be uploaded in STRIVE.

December 17, 2026 Non-Observation Day

January 5, 2027 Non-Observation Day

March 11, 2027 Non-Observation Day

March 22, 2027 Non-Observation Day

April 25, 2027 Non-Observation Day

April 30, 2027 Non-Observation Day

April 30, 2027 ALL available student growth goal tracker information must be uploaded in STRIVE.

April 30, 2027 A teacher may waive a summative conference if all documents are signed at the end-of-year conference. A written summative annual appraisal report shall be shared with the teacher no later than 15 working days before the last day of instruction for students.

May 5, 2027 All End-of-Year conferences must be completed.

Additional Notes:

- A completed, appraiser-approved Goal-Setting Plan and Student growth goal must be submitted through Eduphoria/STRIVE by ALL teachers and reviewed at the beginning of the year conference.
- Advance notice – provide a ten (10) working day window for observation.
- All teachers must have an End-of-Year Conference no later than May 5, 2027.
- Any piece of evidence/documentation shared with the teacher in writing within ten (10) days can be used as documentation/evidence.
- The summative report must be in the hands of the teacher five (5) working days before the summative conference.
- The summative conference must be held no later than 15 working days before the last day of instruction – May 5, 2027 is the deadline.

TIA

- A current year T-TESS is required for any Teacher Incentive Allotment (TIA) teacher who wishes to be evaluated for a TIA advancement.
- In the school year 2025-26, we began data collection years for TIA to change our plan from STAAR to NWEA. All TIA eligible teachers in an NWEA-tested subject area and grade level must be evaluated under T-TESS. NWEA will continue to be the method for measuring student growth unless the overall TIA plan is changed or updated.