

2026-2027 Performance Management Tasks and Timelines for Appraisers

EMPLOYEE GROUP		TEACHERS	MEDIA SPECIALISTS	COUNSELORS	ASSISTANT PRINCIPALS	PRINCIPALS	CAMPUS & CENTRAL PROFESSIONAL, SUPPORT, & OPERATIONS STAFF
EVALUATION INSTRUMENT dallasisd.org/domain/7954		Teacher Excellence Initiative (TEI)	Dallas Librarian Appraisal (DLA)	School Counselor Excellence Initiative (SCEI)	Assistant Principal Excellence Initiative (APEI)	Principal Excellence Initiative (PEI)	Career Management System (CMS)
PHASE 1 (BOY) Goal Planning Conference	Dates	Sept 1 – Oct 8, 2026	Sept 1 – Oct 16, 2026	Sept 1 – Nov 13, 2026	Sept 1 – Oct 16, 2026	Aug 3 – Aug 21, 2026	Sept 1 – Oct 16, 2026
	Action Item	- Approve SLO goal - Review PDP - Conduct conference	- Review goal - Conduct conference	- Review principal / counselor goal - Conduct conference	- Review specific goal - Conduct conference	Check Point 1 - Review focus indicators - Conduct conference	- Review employee goal(s) - Conduct conference
PHASE 2 (MOY) Mid-Year Checkpoint/ Review	Dates	By Dec 18, 2026	Jan 19 – Feb 26, 2027	Jan 19 – Feb 26, 2027	Jan 11 – Feb 26, 2027	Oct 12 – 23, 2026	Jan 19 – Feb 26, 2027
	Action Item	<i>No Level, Unsat., Progressing I and II teachers:</i> Complete half of required spots, and extended observation	Employee completes self-report	- Employee completes self-review - Conduct mid-year Performance Evaluation Conference - Review Goal Progress	- Employee completes self-review - Conduct mid-year Performance Evaluation Conference - Review Goal Progress	Check Point 2 Employee completes self-review	- Employee completes self-review - Conduct mid-year Performance Evaluation Conference - Review Goal Progress
		<i>All teachers:</i> Complete half of required spots					
		By Jan 15, 2027	Jan 5 – April 2, 2027				
		Complete half of required spots, an extended observation and early summative evaluation for: - DTR Round 2 eligible teachers	Appraiser conducts formal observation of librarian instruction			Check Point 3 - Conduct mid-year Performance Evaluation Conference - Review Goal Progress	
		By April 1, 2027					
Review and approve SLO Mid-Year in Cornerstone. Teacher deadline is March 25.							
PHASE 3 (EOY) Performance Evaluation, Goal Accomplishment, Conference	Dates	April 8, 2027 (Extended) April 22, 2027 (Summative)	May 3 – May 27, 2027	May 3 – Jun 4, 2027 <i>or last working day</i>	May 17– Jun 10, 2027	May 17 – Jun 18, 2027	April 26 – Jun 18, 2027 <i>or last working day</i>
	Action Item	- Teachers submit SLO Goal Accomplishment by May 13 - Conduct & Submit Extended Observation & Conference by April 8 - Complete Summative Performance Evaluation & Conference by April 22 - Summative Rebuttal window April 26 – May 7	Complete End-of-year Performance Evaluation & Conference	- Counselor quantifies results of Goals - Review Goal results - Complete End-of-year Performance Evaluation & Conference	Complete End-of-year Performance Evaluation & Conference	Check Point 4 Complete Summative Performance Evaluation & Conference	- Rate evidence of Employee Performance aligned to Rubric Indicators (CMS Leadership Rubric) - Score Goal Accomplishment (CMS progress measure) - Conduct Conference
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