



SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

Agenda Item Summary

Meeting Date: August 04, 2025

Agenda Section: Consent

Agenda Item Title: 2025-2026 South San Antonio ISD Appraisal Calendar

From/Presenters: Rita Uresti, Executive Director of Human Resources

Description: The South San Antonio ISD Appraisal Calendar for the 2025-2026 school year is outlined below.

1. Each school district shall establish a calendar for the appraisal of teachers and provide that calendar to teachers within three weeks of the first day of instruction.
2. The appraisal period for each teacher must include all of the days of the teacher's contract.
3. Prohibits observations on the last day of instruction, before any official school holiday, or any other day deemed inappropriate by the Board of Trustees.

The Appraisal Calendar aligns with the Texas Administrative Code Chapter 150.

Historical Data: South San Antonio ISD utilizes the NIET Teaching and Learning Standards Rubric to guide its teacher appraisal process. This nationally recognized, research-based instrument provides a clear and consistent framework for effective instruction. The observation system includes multiple evaluations each year, conducted by trained and certified evaluators, and is designed to support continuous teacher growth. Each observation is followed by a post-conference to provide timely feedback and identify areas of strength and improvement, reinforcing the district's commitment to instructional excellence.

Recommendation: Approve the 2025-2026 South San Antonio ISD Appraisal Calendar

Purchasing Director and Approval Date: Not applicable

Funding Budget Code and Amount: Not Applicable

Goal: 2. SSAISD will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

South San Antonio Independent School District

2025-2026 Teacher Appraisal Calendar

The appraisal calendar for the 2025-2026 school year is outlined below. Texas Administrative Code Chapter 150 indicates that:

1. Each school district shall establish a calendar for the appraisal of teachers and provide that calendar to teachers within three weeks of the first day of instruction.
2. The appraisal period for each teacher must include all of the days of the teacher's contract.
3. Prohibits observations on the last day of instruction, before any official school holiday, or any other day deemed inappropriate by the Board of Trustees.

Formal Appraisal Period September 2, 2025 to May 6, 2026

Announced (pre and post conferences required):

August 18, 2025 Practice Observation Window Begins

September 26, 2025 Practice Observation Window Ends

September 29, 2025 Observation Window 1 Begins

January 16, 2026 Observation Window 1 Ends

Unannounced (post conference required):

January 20, 2026 Observation Window 2 Begins

May 6, 2026 Observation Window 2 Ends

Observations may not be conducted on the following dates:

August 28, 2025

September 19, 2025

October 9, 2025

November 7, 2025

November 21, 2025

December 18, 2025

January 16, 2026

February 6, 2026

February 13, 2026

March 6, 2026

April 2, 2026

April 24, 2026

May 22, 2026

Summative Conferences are completed by May 6, 2026

**Note: A minimum of 5 walkthroughs a week are required by each administrator and Master teacher providing teacher feedback and/or coaching.*