

Navarro Independent School District T-TESS Appraisal Calendar 2025 – 2026 School Year

The T-TESS rules require the local district to develop an observation calendar. Formal observations are prohibited in the two weeks after a teacher's initial orientation training, and all formal observations must be completed **at least 15 working days before the last day of student instruction.**

August 29, 2025	T-TESS Orientation Training must be completed for 1st Year T-TESS Teachers evaluated by the T-TESS instrument
August 29, 2025	T-TESS Refresher Training must be completed for all Teachers previously Evaluated using the T-TESS instrument
September 02, 2025	First Day to begin Informal Observations and Walk-Throughs
September 15, 2025	T-TESS Formal Observations may begin
September 30, 2025	Teacher Goal Setting Document (SLO) Due in Eduphoria STRIVE
December 12, 2025	Formal Observations must be completed for all New Staff
December 12, 2025	By this date, a total of 5 Walk-Through Observations must be completed for each staff member evaluated by T-TESS
April 17, 2026	Last Day to complete Formal T-TESS Observations for all staff
April 20, 2026	Regular Board Meeting - Renew Contracts for Teachers, Nurses, Librarians, and Counselors
April 20, 2026	By this date, a total of 10 Walk-Through Observations must be completed for each staff member evaluated by T-TESS
April 30, 2026	Final Day to complete End of Year Summative Conferences - 15 Days Prior to the Final Day of Instruction
May 15, 2026	Last day to complete paraprofessional evaluations
May 22, 2026	Teacher Goal Setting/Professional Development Planning Document Due
<i>*All Post Observation Conferences must be completed within 10 days of the formal announced 45-minute observation. Each staff member evaluated by the T-TESS instrument must have 5 completed walk-throughs per semester.</i>	

Submitted for Board approval: August 11, 2025