

**Hillsboro ISD (T-TESS)**

**2017-18 Appraisal Process Timeline**

August 14, 2017 – Sept. 8, 2017	Four Weeks Prior to the Last Day of School Sept. 11, 2017 – May 4, 2018	At Least 15 Days Prior to the Last Day of School May 10, 2018
<b>Teacher Orientation</b>	Teacher orientation for late hires, as needed	
Teacher self-assessment and goal setting (review of teacher and student data to self-assess, establish goals and develop a professional development plan). (For teachers new to the district or T-TESS)	<ul style="list-style-type: none"> <li>• Ongoing review of teacher and student data</li> <li>• Ongoing review of goals and professional development impact on teacher and student performance with recommended formative review of goals and progress toward these goals</li> </ul>	End of year conference to discuss final scores for Domains 1-3, review evidence for Domain 4 and discuss next year’s goals(s) and professional development plan  Note: Domain 4 is not scored in summative form until after the teacher has been afforded the opportunity to present evidence related to each of the four dimensions in this domain during the end-of-year conference
<p style="text-align: center;"><b>Informal observations and walkthrough with ongoing analysis of results and options</b></p> <p>Walkthroughs: Monitoring and walk-throughs (informal observations) are permissible at all times and encouraged.</p>		
<p style="text-align: center;"><b>Formal Observations</b> September 25, 2017 – April 19, 2018</p> <p>Note: Announced (formal) observations will require a pre-conference. After pre-conference, there is a one week window to do the observation. The observation will require a post conference within 48 hours.</p>		