

Dublin ISD
T-TESS Appraisal Calendar
2026-2027

By August 28, 2026	Appraisal Orientation
By September 25, 2026	Teacher Self-Assessment, Goal-Setting Form, and Goal-Setting Conference with Appraiser (Conference is required for all first year teachers or teachers new to the district)
By September 25, 2026	Teacher Submit Approved Goal-Setting and Professional Development Plan to Appraiser
By September 28, 2026	First Day for Formal Observations. Post Conferences Will Be Held Within 10 Days of The Observation
April 15, 2027	End-Of-Year Conferences completed
May 3, 2027	Appraisal Report (Within ten days of End-Of-Year Conference)
June 1, 2027	Teacher Summative Annual Appraisal Reports submitted to Central Office

The Appraisal Calendar:

- Shall exclude the first three weeks of instruction.
- Shall exclude formal observations on the last day of instruction **before** any official school holiday.
- Shall exclude days scheduled for end-of-semester or end-of-year examinations.
- Shall exclude days scheduled for STAAR, EOC, or other standardized tests.
- **Walkthroughs** may be conducted and cumulative data may be obtained **on any day at any time** throughout the school year.
- Any documentation that would effect a teacher's score shall be shared with the teacher within 10 working days. A summative conference shall be conducted to advise the teacher of any change in the final observation score.
- *The implementation of T-TESS represents a commitment to continuous improvement. As a result, a professional growth plan shall be developed for all teachers.*

Requirements for Exemption:

- The employee is on a term contract;
- The employee is evaluated by the Texas Teacher Evaluation and Support System;
- The employee is rated at least: "Proficient" in all domains and criterion on prior appraisal;
- The employee has completed two consecutive years of service in the District;
- The employee agrees in writing.

Frequency: Eligible teachers shall be appraised every three years.