



2026-2027
Texas Teacher Evaluation and Support System
T-TESS
Appraisal Calendar

Timeline	Date	Activity	Person(s) Responsible	Additional Notes
Summer & BOY	8/4 - 9/2	T-TESS Orientation Training for NEW and NEW to BISD Teachers	District and Campus Admin	TEACHER TRAINING - Late Hires: Must receive T-TESS Orientation within three weeks from hire date and at least two weeks before the first walkthrough/formal observation - Campus Admin will lead T-TESS Refresher TEACHER GOAL SETTING: T-TESS & TIA - Completed in STRIVE or Sibme - Returning teachers review the goal(s) established at the EOY conference to determine if changes are needed. - New to T-TESS or District teachers must be guided through the BISD goal setting process. - BOY Assessments can be used as a guide to set goals.
		T-TESS Refresher to returning faculty	Campus Admin	
Quarter 1 8/12 - 10/2	9/2	Deadline to turn in T-TESS Formal Observation Deferment waiver to principal	Campus Admin	DOCUMENTED WALKTHROUGHS & OBSERVATIONS - A minimum of two shall be conducted for ALL teachers - minimum of at least one per semester. - Must be a minimum of fifteen (15) minutes in length. - Documentation must be shared with the teacher in STRIVE/Sibme within ten (10) days. FORMAL OBSERVATION CYCLE - A pre-conference must be held prior to formal observation - Observations must be at least 45-minutes (best practice 60-minutes) - Post-Conference must be conducted within 10 days after the completion of a formal observation - Artifacts or evidence for Domain 4 should be collected throughout the year in preparation for end of year; should be shared with appraiser at least 10 days prior to the End of Year Summative Conference - The End-of-Year Summative Conference Period ends no later than 15 working days before the last day of instruction for students. - All forms must be electronically signed by both parties in STRIVE or Sibme - A teacher may rebut and/or request for a second appraisal within 10 working days of receiving a written observation summary and ratings.
	9/3	Walkthroughs and Pre-Conferences/Formal Observations can start after the first two weeks of school (only if teachers had refresher)	Campus Admin	
	8/3 - 9/2	Teacher Goal Setting and Professional Development Plan	Teachers	
	8/20 - 9/23	Teacher Goal Setting Conferences to be completed <i>3-Weeks after teacher orientation (will vary by campus & teacher)</i>	Teachers and Campus Admin	
Quarter 2 10/5 - 12/18 & Quarter 3 1/6 - 3/5	Ongoing	Walkthroughs & Observation Cycle	Campus Admin	NON-APPRAISAL DAYS - Formal observations cannot be conducted in the first two weeks following a teacher's initial T-TESS orientation, nor in the final 15 working days of the school year. - The day before and day after a school holiday - Days scheduled for end-of-semester, end-of-year exam, state-mandated testing, or other standardized test
	12/11	Walkthrough #1 must be complete		
	January	Midyear Goal Conference	Teachers and Campus Admin	
Quarter 4 3/15 - 5/19	April	Domain 4 Artifact & Evidence Due	Teachers	NO FORMAL OBSERVATION - HOLIDAY RULE: 9/04 & 9/08 10/09 & 10/19 11/20 & 11/30 12/17 1/06, 1/15, & 1/19 2/11 & 2/16 3/05, 3/15, 3/25, & 3/30 04/02 & 4/07
	April	End of Year Goal Reflection Conferences (due prior to end of year conference)	Teachers and Campus Admin	
	4/28	Deadline for Formal Observations	Campus Admin	
		End of the Year Summative Conferences	Campus Admin	