

Hillsboro ISD (T-TESS)**2019-20 Appraisal Process Timeline**

August 8, 2019 – Sept. 13, 2019	Four Weeks Prior to the Last Day of School Sept. 16, 2019 – April 27, 2019	At Least 15 Working Days Prior to the Last Day of School May 5, 2020
Teacher Orientation	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">• Ongoing review of teacher and student data• Ongoing review of goals and professional development impact on teacher and student performance with recommended formative review of goals and progress toward these goals	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
Informal observations and walkthrough with ongoing analysis of results and options		
Walkthroughs: Monitoring and walk-throughs (informal observations) are permissible at all times and encouraged.		
Formal Observations September 23, 2019 – April 15, 2020		
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 10 working days.		