

Appraisal Calendar 2025-2026

The appraisal period for each teacher includes all the days of the teacher's contract.

Date	Event or Requirement
August 4-12, 2025	Orientation for Texas Teacher Evaluation and Support System (T-TESS) will occur on individual campuses for all teaching staff. New Teachers trained on July 29, 2025.
Sept. 2, 2025-March 30, 2026	Window for Formal Observations. At least 45 minutes in length. Pre-conference is required for educators new to the campus. A post-conference is required for all educators within 10 business days of the formal observation.
Sept. 29, 2025	Deadline for submission of the T-TESS Goal Setting document to the appraiser for teachers who received the T-TESS orientation on or before August 12, 2025.
Dec. 5, 2026	Formal observations for all teachers new to GCISD must be completed.
March 30, 2026	Deadline for completion of formal observations to allow adequate preparation for summative conferences to occur before the mandatory deadline of April 28, 2026.
April 28, 2026	<p>Deadline for completion of summative conferences (15 business days before the last day of instruction, 5/20/2026)</p> <ul style="list-style-type: none"> A minimum of 5 working days prior to the scheduled summative conference, the administrator shall provide the teacher with a written copy of the completed summative appraisal document. The summative conference includes a dialogue between the appraiser and teacher regarding Domain IV, Professional Practices and Responsibilities
May 29, 2026	Deadline for submitting annual summative conference forms to the Human Resources Department via Perform.

- Share documentation with the teacher within 10 business days.
- Compliance with calendar guidelines is required. Staff hired during the 2025-2026 school year must receive training within three weeks of their hire date.
- Teachers should expect documented walk-throughs and informal observations by administrators throughout the contract period.
- Observations may not be scheduled on test administration days for teachers involved in any of the designated, statewide or District testing days.

Presented for Board approval July 28, 2025