



2025-2026 EMPLOYEE APPRAISAL CALENDAR & TIMELINE

Date	Appraisal Activity
August 22, 2025	Annual T-TESS orientation for <i>New to District ONLY</i> via Zoom meeting
September 5, 2025	Deadline for Admin to provide 1-hr T-TESS update to staff
September 2-19, 2025	No Formal Observations Allowed
September 23, 2025 to April 24, 2026	Formal Teacher Observation Period
September 29, 2025	*T-TESS Non-Evaluative Year Agreements must be completed in Frontline.
October 3, 2025	*T-TESS Non-Evaluative Year Agreements must be approved or denied by principal in Frontline.
October 9 & 14, 2025	No observations allowed
October 17, 2025	T-TESS Goal Setting and Professional Development due to appraiser <i>(for existing and new teachers)</i>
October 30, 2025	No observations allowed
November 4, 2025	No observations allowed
November 10, 2025	Student Learning Objective (SLO) Complete
November 21, 2025	No observations allowed
November 21, 2025 <i>Prior to Thanksgiving Break</i>	Formal Observations for <i>New/Novice Teachers</i> Complete
December 1, 2025	No observations allowed
December 15-19, 2025	No observations allowed
December 18, 2025 <i>Prior to Winter Break</i>	Formal Observations for Teachers <i>New to Hays CISD</i> Complete
January 6-9, 2026	No observations allowed
January 16, 2026	No observations allowed
January 20, 2026	No observations allowed
January 23, 2026	T-TESS Formal Observations for teachers who may be considered for nonrenewal/termination at the end of the school year should be complete
February 12, 2026	No observations allowed
February 17, 2026	No observations allowed
February 27, 2026	Administrator Contract Recommendations due to HR
March 6, 2026	TNLC Contract Recommendations due to HR Retire-Rehire Contracts, TNLC Contracts issued after January 1, 2025, and Contracts for Teachers with Pending Certifications
March 13, 2026	No observations allowed
March 23, 2026	No observations allowed
March 30, 2026	Administrator Contract Nonrenewal or Terminations Presented to the Board
April 3, 2026	TNLC Contracts Presented to the Superintendent
April 20, 2026	TNLC Contract Nonrenewal or Terminations Presented to Board
April 24, 2026	Nurse, Librarian, and Counselor Appraisals Due
May 1, 2026	Last Day to Conduct Formal Observations
May 8, 2026	Last Day for Summative Conferences <i>(Teachers ONLY)</i>
May 11, 2026	T-TESS Summative Conferences Complete in Frontline ERP Letters of Reasonable Assurance (LORA) issued via Frontline
May 15, 2026	Paraprofessional/ Auxiliary Appraisals Due
May 21, 2026	Last Day of School
June 12, 2026	Campus Administrator Appraisals Due
June 22, 2026	Administrator Contract Renewals Presented to the Board
June 26, 2026	Non-Campus Administrator/ Professional Appraisals Due

***Teachers in the following assignments may not
waive their 2025-2026 T-TESS Evaluation
(This includes all PILOT areas).**

PreK- 8th RLA and Math

5th - 8th Science, Biology

Algebra 1, Algebraic Reasoning, Geometry, Algebra 2

English 1, 2 and 3

Intervention and Dyslexia

Sped Inclusion/Resource Teachers

CTE (16 Courses)

- Anatomy and Physiology
- Automotive Basics
- Computer Science I
- Culinary Arts (1-2 Units)
- Floral Design
- Fundamentals of Computer Science
- Graphic Design and Illustration
- Interior Design I
- Introduction to Culinary Arts
- Introduction to Engineering Design
- Law Enforcement I
- Principles of Agriculture, Food, & Natural Resources
- Principles of Applied Engineering
- Principles of Cosmetology Design and Color Theory
- Printing and Imaging Technology I

Social Studies

- 6th World Cultures
- 7th Texas History
- 8th US History
- World Geography
- World History
- US History HS

Pilot Areas for 25-26

- *Fine Arts
 - Elementary Art (10 elementary campuses TBD)
 - Middle School Band
- *Languages Other Than English (LOTE)
 - Spanish 3-5 HS Level

*Subject to change