



TEACHER APPRAISAL CALENDAR 2025-2026

T-TESS ORIENTATION New Teachers and Returning Teachers

No later than the **first three weeks of school** and at least two weeks before the first observation.

July 30th – August 1st

New employee orientation for new teachers

August 5th - 11th

Professional Development- T-TESS training for **returning teachers** at their campus

TEACHERS HIRED AFTER July 30

- HR Dept. will schedule the initial T-TESS training
- GSPD & SLO training within the **first two weeks** of initial T-TESS training by campus appraiser/administrator

TEACHER SELF-ASSESSMENT & GOAL SETTING PERIOD

*September 19th - GSPD submitted within six (6) weeks from the day of completion of the orientation.

*Late hires after July 30 will submit GSPD **four weeks** from the day of completion of the orientation

INFORMAL OBSERVATION and WALKTHROUGH PERIOD

August 14, 2025, to May 28, 2026

(UISD DMAC Timeline:
August 25, 2025 to April 10, 2026)

Informal observations/walkthroughs shall be conducted during this period for teachers hired **by July 30**.

Date of Hire through May 28, 2026

Informal observations/walkthroughs shall be conducted during this period for teachers hired **after July 30**.

FORMAL (ANNOUNCED) OBSERVATION PERIOD

*Exclude observations in the two weeks following the day of completion of the T-TESS orientation

***Formal observations begin Sept. 3, 2025**

***Formal observations end April 30, 2026**

*Late hires two weeks after the completion of T-TESS, GSPD & SLO training

*Pre-conference will be conducted within five (5) days of an announced observation.

*45 minutes for a teacher's appraisal will be announced by date and time.

*For questions in regard to the TIA Observations Requirements, please [refer to UISD TIA Resources](#).

POST-CONFERENCE PERIOD

Within ten (10) working days of formal observation

Post-conference is required between the appraiser and teacher **within ten (10) working days** of formal observation being conducted.

END OF YEAR and SUMMATIVE CONFERENCE DEADLINES

May 6

T-TESS requires the end-of-year and summative conference to be held at least fifteen (15) days prior to the last day of Instruction.

Last day to conduct all end-of-year conferences and provide the written summative annual appraisal reports to teachers.

***Evaluations due at HR Dept. by May 15, 2026**

NO FORMAL OBSERVATIONS/INFORMAL WALKTHROUGHS FOR DATA COLLECTION

*On the day before or after a staff/student holiday *On the days of early release for students

*On Professional Development days *On days for State-mandated assessments or other standardized tests

No Formal Observations on Aug. 29, Sept. 2, Sept. 26, Oct. 10, Oct. 14, Nov. 21, Dec. 1, Dec. 17-19, January 6 & 7, Feb. 20, Feb. 24, Mar. 6, Mar 16, April 2, April 7

No Formal Observations on State assessment days: Dec. 3-10, Apr. 8 - Apr. 30

Refer to the District Testing Calendar- Principals will determine which testing days affect their campuses and ensure that staff are advised that evaluations will not be conducted on those specific days.