

**Hillsboro ISD (T-TESS)**

**2018-19 Appraisal Process Timeline**

August 8, 2018 – Sept. 7, 2018	Four Weeks Prior to the Last Day of School Sept. 10, 2018 – April 26, 2019	At Least 15 Working Days Prior to the Last Day of School May 2, 2019
<b>Teacher Orientation</b>	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"> <li>• Ongoing review of teacher and student data</li> <li>• Ongoing review of goals and professional development impact on teacher and student performance with recommended formative review of goals and progress toward these goals</li> </ul>	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.		
<p style="text-align: center;"><b>Formal Observations</b> September 24, 2018 – April 16, 2019</p>		
<p style="text-align: center;">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.</p>		