



TEACHER & CAMPUS ADMINSTRATOR	TIMELINE/DEADLINES	APPRAISAL ACTIVITY
T-TESS <i>Note: Teachers hired after January 30, 2026, are not appraised in the current school year but may receive walkthroughs to evaluate their performance.</i>	August 4-11, 2025	T-TESS Campus-Based BOY Update Training Window
	August 27, 2025	T-TESS New Teacher Orientation* @ BISD CO <i>(Required of all new and new to T-TESS teachers)</i>
	August 25, 2025 – April 24, 2026	T-TESS Walkthrough Window
	September 2, 2025	T-TESS Formal Observation Window Opens
	September 26, 2025	T-TESS BOY Goal-Setting and Professional Development Plan Deadline
	January 30, 2026	T-TESS Formal Observation Deadline for all NEW HIRES and TEACHERS WHO MAY BE CONSIDERED FOR NON-RENEWAL/TERMINATION
	March 5, 2026	T-TESS Formal Observation Deadline for all other teachers <i>Exception: April 2, 2026, for Late-Hires (Nov 3 – Jan 30) and Returning LOAs</i>
	April 6, 2026	T-TESS EOY Appraisal Window Opens
	May 1, 2026	T-TESS EOY Appraisal Deadline
T-PESS PRINCIPAL ACADEMIC DEAN ASSISTANT PRINCIPAL	September 26, 2025	T-PESS New Administrator Orientation Deadline
	October 17, 2025	T-PESS BOY Appraisal Deadline
	February 13, 2026	T-PESS MOY Appraisal Deadline
	May 11, 2026	T-PESS EOY Window Opens
	By last contract day	T-PESS EOY Appraisal Deadline
PROFESSIONAL & PARAPROFESSIONAL	TIMELINE/DEADLINES	APPRAISAL ACTIVITY
GOAL SETTING ** NEW FOR CLERICAL & PROFESSIONAL FOR 2025-26 **	October 3, 2025	BOY Goal Setting Deadline
	February 13, 2026	MOY Goal Progress Deadline
	During Summative	EOY Goal Attainment Deadline
180-207 DAY CALENDAR	April 6, 2026	Summative Appraisal Window Opens
	May 22, 2026	Summative Appraisal Deadline
212-217 DAY CALENDAR	April 27, 2026	Summative Appraisal Window Opens
	June 5, 2026	Summative Appraisal Deadline
220-261 DAY CALENDAR	May 4, 2026	Summative Appraisal Window Opens
	June 19, 2026	Summative Appraisal Deadline
AUXILIARY	TIMELINE/DEADLINES	APPRAISAL ACTIVITY
180-207 DAY CALENDAR	April 6, 2026	Summative Appraisal Window Opens
	May 22, 2026	Summative Appraisal Deadline
220-261 DAY CALENDAR	May 4, 2026	Summative Appraisal Window Opens
	June 19, 2026	Summative Appraisal Deadline

* Additional T-TESS NTO trainings will be scheduled monthly through January 2026, as needed

**Teaching Assistant (TA) and Auxiliary roles will phase into goal setting activities beginning in 2026-27