## **BOERNE INDEPENDENT SCHOOL DISTRICT**



## 2025-2026 EMPLOYEE APPRAISAL CALENDAR

TEACHER & CAMPUS ADMINSTRATOR	TIMELINE/DEADLINES	APPRAISAL ACTIVITY
T-TESS  Note: Teachers hired after January 30, 2026, are not appraised in the current school year but may receive walkthroughs to evaluate their performance.	August 4-11, 2025	T-TESS Campus-Based BOY Update Training Window
	August 27, 2025	T-TESS New Teacher Orientation* @ BISD CO (Required of all new and new to T-TESS teachers)
	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
No Formal Observations allowable on: October 9, 2025 December 19, 2025 October 15, 2025 January 5-12, 2026 November 21, 2025 March 6, 2026 December 1, 2025 March 17, 2026	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
		Exception: April 2, 2026, for Late-Hires (Nov 3 – Jan 30) and Returning LOAs
	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	October 3, 2025	BOY Goal Setting Deadline
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GOAL SETTING		· · · · · · · · · · · · · · · · · · ·
GOAL SETTING  ** NEW FOR CLERICAL &	February 13, 2026	MOY Goal Progress Deadline
GOAL SETTING  ** NEW FOR CLERICAL &  PROFESSIONAL FOR 2025-26 **	February 13, 2026 During Summative	MOY Goal Progress Deadline EOY Goal Attainment Deadline
GOAL SETTING  ** NEW FOR CLERICAL &  PROFESSIONAL FOR 2025-26 **	February 13, 2026 During Summative April 6, 2026	MOY Goal Progress Deadline  EOY Goal Attainment Deadline  Summative Appraisal Window Opens
GOAL SETTING  ** NEW FOR CLERICAL & PROFESSIONAL FOR 2025-26 **  180-207 DAY CALENDAR	February 13, 2026 During Summative April 6, 2026 May 22, 2026	MOY Goal Progress Deadline EOY Goal Attainment Deadline Summative Appraisal Window Opens Summative Appraisal Deadline
GOAL SETTING  ** NEW FOR CLERICAL & PROFESSIONAL FOR 2025-26 **  180-207 DAY CALENDAR	February 13, 2026 During Summative April 6, 2026 May 22, 2026 April 27, 2026	MOY Goal Progress Deadline  EOY Goal Attainment Deadline  Summative Appraisal Window Opens  Summative Appraisal Deadline  Summative Appraisal Window Opens
GOAL SETTING  ** NEW FOR CLERICAL & PROFESSIONAL FOR 2025-26 **  180-207 DAY CALENDAR  212-217 DAY CALENDAR	February 13, 2026  During Summative  April 6, 2026  May 22, 2026  April 27, 2026  June 5, 2026	MOY Goal Progress Deadline  EOY Goal Attainment Deadline  Summative Appraisal Window Opens  Summative Appraisal Deadline  Summative Appraisal Window Opens  Summative Appraisal Deadline
GOAL SETTING  ** NEW FOR CLERICAL & PROFESSIONAL FOR 2025-26 **  180-207 DAY CALENDAR  212-217 DAY CALENDAR	February 13, 2026  During Summative  April 6, 2026  May 22, 2026  April 27, 2026  June 5, 2026  May 4, 2026	MOY Goal Progress Deadline  EOY Goal Attainment Deadline  Summative Appraisal Window Opens  Summative Appraisal Deadline  Summative Appraisal Window Opens  Summative Appraisal Deadline  Summative Appraisal Deadline  Summative Appraisal Window Opens
GOAL SETTING  ** NEW FOR CLERICAL & PROFESSIONAL FOR 2025-26 **  180-207 DAY CALENDAR  212-217 DAY CALENDAR  220-261 DAY CALENDAR	February 13, 2026  During Summative  April 6, 2026  May 22, 2026  April 27, 2026  June 5, 2026  May 4, 2026  June 19, 2026	MOY Goal Progress Deadline  EOY Goal Attainment Deadline  Summative Appraisal Window Opens  Summative Appraisal Deadline  Summative Appraisal Window Opens  Summative Appraisal Deadline  Summative Appraisal Deadline  Summative Appraisal Window Opens  Summative Appraisal Deadline
GOAL SETTING  ** NEW FOR CLERICAL & PROFESSIONAL FOR 2025-26 **  180-207 DAY CALENDAR  212-217 DAY CALENDAR  220-261 DAY CALENDAR  AUXILIARY	February 13, 2026  During Summative  April 6, 2026  May 22, 2026  April 27, 2026  June 5, 2026  May 4, 2026  June 19, 2026  TIMELINE/DEADLINES	MOY Goal Progress Deadline  EOY Goal Attainment Deadline  Summative Appraisal Window Opens  Summative Appraisal Deadline  Summative Appraisal Window Opens  Summative Appraisal Deadline  Summative Appraisal Deadline  Summative Appraisal Window Opens  Summative Appraisal Deadline  APPRAISAL ACTIVITY
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<sup>\*</sup> Additional T-TESS NTO trainings will be scheduled monthly through January 2026, as needed

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