Timeline (19 TAC 150)
• The appraisal period for each teacher includes all of the days of a teacher’s contract.
• Observations during the appraisal period shall be conducted during the required days of instruction for students during one school year.

T-TESS Orientation
Teachers who are new to the district, in their first year of appraisal under T-TESS, or when policy regarding appraisal has changed since the last time the teacher was provided with an orientation must complete the T-TESS Orientation no later than the final day of the first three weeks of instruction (September 1, 2021).

Goal Setting and Professional Development Plan
• For teachers who are new to the district or are in their first year of appraisal under T-TESS:
  o Goal Setting and Professional Development Plan Conference with appraiser must take place prior to submitting plan to appraiser;
  o Plan must be submitted to appraiser within the first six weeks from the date of completion of the T-TESS Orientation.
• For teachers who are not new to the district or who are not in their first year of appraisal under T-TESS:
  o Initially drafted in conjunction with the previous year’s End-of-Year Conference;
  o Revised as needed;
  o Submitted to appraiser within the first six weeks of instruction (September 22, 2021);
  o Maintained by teacher throughout the school year.
  o Submitted to appraiser prior to End-of-Year Conference.

Pre-Conference
• After a teacher’s first year of appraisal under T-TESS within the district, a pre-conference must be conducted with the appraiser prior to the observation.

Non-Observation Days
Observations are excluded during the two weeks following the date of completion of the T-TESS Orientation in school years when an orientation is required.

Post-Conference
Post-Conference must be conducted within 10 working days after the completion of an observation.

Written Summary
A written summary of the observation is provided to the teacher within 10 working days.

End-of-Year Conference
The End-of-Year Conference Period ends no later than 15 working days before the last day of instruction for students (May 5, 2022).

Summative Annual Report
A copy of the Summative Annual Report must be provided to the teacher within 10 working days of the conclusion of the End-of-Year Conference, and at least 15 working days before the last day of instruction for students (May 5, 2022).

Important Dates
September 1, 2021: Deadline for completion of T-TESS Orientation for teachers who require orientation and who were hired prior to the first day of instruction for students
September 22, 2021: Deadline to submit initial Goal Setting and Professional Development Plan to appraiser
May 5, 2022: Last day for all End-of-Year Conferences to be completed
May 5, 2022: Last day for all Summative Annual Reports to be provided to teachers