



T-TESS Timeline for 2018-2019

Appraisers

June 1, 2018	Appraiser will recertify as T-TESS appraisers through teachfortexas website. Certificates need to be electronically sent to Mary Lou Glaesmann by August 17, 2018.
August 6 th	New staff T-TESS Trained
August 9– 20, 2018	All employees must go into Eduphoria and update their profile
August 9 - 20, 2018	Principal led T-TESS refresher for all teaching staff
August 9 – Sept. 6	<p>Returning teachers review the goal(s) and professional development plan established at the end-of-year conference to determine if any changes are needed based on new data, changes in teaching assignments, etc.</p> <p>New teachers are guided through the self-assessment and goal setting processes to self-assess, develop goals and establish a professional development plan. (<i>New teachers can work with their mentor, grade level or content team to collectively review data and reflect on professional practices, including reviewing the domains, dimensions, and descriptors of the T-TESS rubric</i>).</p> <p>Appraiser and teacher must meet together during the goal setting and review process.</p> <p>Goal Setting is in Eduphoria Strive</p>
August 21 – Sept. 14	Informal walkthroughs. Appraisers will move in and out of classrooms to assist teachers and students as classroom routines are established
September 4	<p>Appraiser may begin scheduling formal observations for teachers on the formal appraisal cycle.</p> <p>Teachers new to the profession will receive 2 formal observations. 1 announced and 1 unannounced.</p>

Pre-conferences and Post-conferences are required for all formal announced observations.

Post-conferences are required for all formal unannounced observations.

September 17

T-TESS walkthroughs will begin

At least two walkthroughs per semester for ALL teachers with more than 3 years teaching experience. Teachers with less than 3 years' experience will need four walkthroughs per semester, with the first being in September.

October - March

Appraiser and teachers should continue to monitor and reflect on goals that were set in August to make sure progress is being made toward attainment of the goals.

April – May 6, 2019

End of year summative conference to discuss final scores for Domains 1-3, review evidence for Domain 4. **Teachers on the optional cycle will show evidence for Domain 4.** Domain 4 will be scored after the evidence is reviewed. Part II Goal Reflection form should be complete before the end of year conference and evidence/artifacts should be brought in by the teacher to support goal attainment. New goals and summer professional development will be set for the 2019-20 school year during the end of year conference. Summative conference must be complete by May 6, 2019

Other information:

Observations and walkthroughs are housed in Eduphoria Strive.

www.teachfortexas.org has all training videos and modules in their portal.

Dimensions are scored individually.

Teachers new to the profession will receive two formal observations the first year (1 announced and 1 unannounced).

Teachers new to Midway that have taught 5 out of the last 8 years will receive formal observations for 3 consecutive years.

Teachers with more than 3 years of teaching with Midway will be eligible to move onto the optional cycle for 1 year. The teacher must have scored proficient in the areas evaluated on the three most recent appraisals.