



T-TESS Timeline for 2019-2020 Teachers

August 5 th	New staff T-TESS Trained
August 8 – 19, 2019	All employees must go into Eduphoria and update their profile
August 9 – 19, 2019	Principal led T-TESS refresher for all teaching staff
August 8 – 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. (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).</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 20 – Sept. 13	Informal walkthroughs. Appraisers will move in and out of classrooms to assist teachers and students as classroom routines are established
September 3	<p>Appraiser will 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> <p>Pre-conferences and Post-conferences are required for all formal announced observations.</p> <p>Post-conferences are required for all formal unannounced observations.</p>
September 16	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. Coordinators and instructional specialists' walkthroughs can count in the total number required walkthroughs and can be used as cumulative data.

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. Goals can be attained throughout the year and new goals can be set. The goal setting process is fluid and needs to be monitored continuously.

April – May 6, 2020

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. New goals and summer professional development will be set for the 2020-21 school year during the end of year conference. Summative conference must be complete by May 7, 2020.

Other information:

Observations and walkthroughs are housed in Eduphoria Strive.

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

Dimensions are scored individually.

Teachers new to the profession will receive 2 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 on the optional cycle for 1 year. The teacher must have scored proficient in the areas evaluated on the three most recent appraisals.