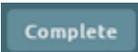


Arlington Independent School District

T-TESS Calendar 2020-2021

APPRAISAL ACTIVITIES	DATES
Deadline for new-hire training and annual T-TESS orientation (Late hires complete training/procedure review within 3 weeks of start date)	August 14, 2020
Deadline to acknowledge T-TESS orientation in Strive 	August 14, 2020
Formal observations begin	September 14, 2020
Deadline for entering professional goals 	October 1, 2020
Deadline for appraiser to approve goals in Strive 	October 6, 2020
Deadline to complete SLO Form & upload Student Tracker 	October 15, 2020
Deadline for completion of formal observation of <i>probationary</i> teachers	December 11, 2020
EOY conferences may begin	March 22, 2021
Appraisee uploads evidence toward goal attainment (must be submitted prior to EOY meeting)	
Deadline for completion of formal observations (Except late-hires)	March 31, 2021
Deadline for completion of EOY conferences	April 27, 2021
Written Summative Report completed <i>after</i> EOY conference	Released to teachers within ten (10) days <i>after</i> conference
Final date to release Summative Report	May 11, 2021
Appraisee marks current year's goals as complete 	May 11, 2021
All appraisal process tasks must be finalized on or before this date	May 27, 2021

Formal T-TESS observations may not be conducted on the following days:

- During the two weeks following the day of completion of T-TESS orientation
- During administration of standardized tests
- On the days before and after a school holiday:
 - September 4 & 8
 - October 8 & 13
 - November 20 & 30
 - December 17 & January 4
 - January 15 & 19
 - February 12 & 16
 - March 12 & 22
 - April 1 & 5
 - May 29

Appraisal resources are located on the AISD [Human Resources web page](#)

AISD Texas Teacher Evaluation and Support System (T-TESS) 2020-2021 Appraisal Procedures

Certified Appraisers	<ul style="list-style-type: none"> • Principals, Assistant Principals and Identified Coordinators & Deans (Secondary Level) • Appraisers must be School Board approved annually prior to conducting T-TESS appraisals • Prior to conducting appraisals, new-hire administrators are required to contact the Director of Employee Relations regarding T-TESS certification and Board approval
Teacher Training	<ul style="list-style-type: none"> • August Staff Development Week - Principal-led review of T-TESS policy, procedures, calendar & Student Learning Objective (SLO) process • Teachers acknowledge orientation/review in Strive by clicking the icon • Teachers new to the profession or who've never been trained in T-TESS participate in the <i>T-TESS Orientation Canvas Course for New Teachers</i> • Principal monitors completion of training
Goals	<ul style="list-style-type: none"> • Teachers enter goals in Eduphoria Strive • For a teacher in the first year of appraisal under the T-TESS or for teachers new to the district, a Goal-Setting and Professional Development Plan conference is required • After the submission and review of goals, the appraiser accepts goals by clicking the "Approve" button in Strive • The appraiser monitors & discusses uploaded evidence and goal progress with the teacher throughout the year
Pre Conferences	<ul style="list-style-type: none"> • Pre-conference is required for formal observation • The teacher and/or the appraiser should generate guiding pre-conference documents by clicking on the icon in Strive
Observations	<ul style="list-style-type: none"> • All teachers must receive one (1) formal 45-minute formal observation • By written, mutual consent of the teacher and the certified appraiser, the required minimum of 45 minutes of observation may be conducted in shorter time segments • Schedule limitations: <ul style="list-style-type: none"> ○ During two weeks following the day of completion of the T-TESS orientation ○ During administration of standardized tests ○ On the days before and after a school holiday • Second observations: <ul style="list-style-type: none"> ○ All requests for second observations must be made in writing, via teacher AISD email account, to the campus principal and Director of Human Resources, Employee Relations within ten (10) working days after the post conference
Post Conferences	<ul style="list-style-type: none"> • Prior to post-conference, the teacher and/or the appraiser should generate guiding post-conference documents by clicking on the icon in Strive • Formal observation is reviewed during post-conference, and ratings are presented to the teacher <i>after</i> the discussion of areas for reinforcement and refinement • Post-conference and signatures required within five (5) working days after observation • During post-conference appraisers also review/discuss student progress toward SLO, teacher professional goal progress, and professional learning aligned with goals

Walk-Throughs	<ul style="list-style-type: none"> • May begin immediately after orientation and continue until the last day of instruction • A minimum of four (4) shall be conducted on all teachers and may focus on areas of refinement and reinforcement, as well as identified goals • Should be used to monitor and support teacher goals with feedback meetings provided by the appraiser as needed • Walk-through data impacting a teacher’s summative appraisal report, shall be shared with the teacher within ten (10) working days after the walk-through
Collecting & Maintaining Evidence	<ul style="list-style-type: none"> • Appraiser may collect scripted evidence according to personal style (by hand or electronically) • No audio or video recording shall be used for purposes of T-TESS during formal observation • Maintain all evidence notes in secure physical or electronic file • Any documentation that will influence a teacher’s appraisal report must be shared in writing with the teacher within 10 working days of the appraiser’s knowledge of the occurrence
EOY Conference Dates	<ul style="list-style-type: none"> • March 22, 2021 <ul style="list-style-type: none"> ○ EOY Conferences may begin ○ Teacher performance and evidence toward goal attainment is reviewed ○ Evidence related to overall student growth & performance is examined (SLO Skill Profile, Student Growth Tracker, SLO Rating Rubric) ○ Potential goals and professional learning for the next school year are discussed ○ Domain 4 and the Student Growth Component (SLO) are scored <i>after</i> EOY conference ○ Written Summative Report must be released to teachers within ten (10) working days after the conference and no later than May 11, 2020 ○ Any documentation collected after the EOY conference but before the end of the contract term during one school year may be considered as part of the appraisal of a teacher. If the documentation affects the teacher’s evaluation in any dimension, another summative report shall be developed to inform the teacher of the change. ○ A teacher may not request a second appraisal in response to a summative annual appraisal report if the ratings are based on observation summaries or documentation already received by the teacher earlier in the year • April 26, 2021 <ul style="list-style-type: none"> ○ Deadline for completion of EOY Conferences • May 11, 2020 <ul style="list-style-type: none"> ○ Written Summative Report must be released to teachers within ten (10) working days after the conference and no later than May 11, 2021 • May 29, 2020 <ul style="list-style-type: none"> ○ All evaluations and supporting documentation must be completed, signed, and in Strive on or before this date

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