ORE CITY ISD
T-TESS Timeline 2023-2024
Board Policy DNA (Legal)

Aug.3--Sep 22	Week 4 through End-of-Year Sep 12 – May 2, 2022	At least 15 working days prior to the last day of iInstruction	Beginning of School Next School Year August, 2024	
Teacher T-TESS Orientation (Aug 3-31) New Teacher Orientation) (No later than the first three weeks of school and at least two weeks before the first observation.)	**Formal Observations Aug 31-May 2, 2024**	**End-of-Year Conferences** April 1– May 2, 2024	Student Growth data review	
Goal Setting and Professional Development(GS PD) Plan · **Submitted to the appraiser for approval within the first six weeks of school. Due by Sep 22** · **A GSPD Conference is required for a teacher in the first year of appraisal under T-TESS and teachers new to the district.**	Teacher orientation for late hires. Goal-Setting and Professional Development (GSPD) for late hires · Submitted to the appraiser within six weeks from the day of the completion of the orientation, schedule conference with new to district and 1st year teachers re/ GCPS, and can observe during this 6 weeks' time period. Ongoing review of teacher and student data Ongoing review of the GSPD plan to formatively assess progress towards goals, professional development impact, and teacher and student performance. Ongoing collection of evidence to support Domain IV · Teacher and appraiser	· Review summative scores for Domains I, II, and III · Review the data and evidence gathered through the appraisal year for Domain IV, including the teacher's evidence for this domain/dimensions · Review results of the performance of the teachers' students · Review potential goals and professional development plans for the next school year · *Note: Domain 4 is not scored until after the teacher has been afforded an opportunity to present evidence related to each of the four dimensions during the end-of-year conference*	Returning teachers review the goal(s) established at the EOY Conference to determine if changes are needed, and submit within the first six weeks of instruction. New Teachers are guided through the GSPD process to self-assess, develop goals and establish a professional development plan, then submit within six weeks of the orientation. Re	
Informal observations and walkthroughs				
Tracking progress of professional development				
		Summative Conference		

Key Date: August 3, 2023 T-Tess Orientation for teachers new to the district.

Key Date: September 22, 2023

All teachers (returning and new to the district) are required to complete Part I in DMAC (**Goal Setting and Professional Development Plan**).

Key Date: April 1 –May 3, 2024

Teachers must complete Part II in DMAC (Goal Reflection) prior to the End- of- Year Conference with the principal.

Span of dates for End of Year conferences. The teacher receives the end-of-year evaluation two (2) days **after the end-of-year conference**. After the End of Year conference, the teacher completes Part III (Future Goals).

Key Date: May 2, 2024 Final day to complete an end of year conference with the principal.

Key Date: June 9, 2023 Summative Report and observation chart is due to Central Office.

Appraisers shall give teachers a one week observation window, and have a conference within ten working days after the observation. All attempts will be made to share within 48 hours as recommended by T-TESS. Teachers may request a second formal appraisal within 10 days of the first formal conference. WalkThroughs may occur at any time. Pre-conferences are optional at discretion of principal.

All T-TESS teacher evaluations shall follow OCISD Policy DNA(Legal) and DNA (Local). The appraisal period for each teacher includes all the days of a teacher's contract..

Observations must <u>not</u> occur:

· The day before or after any holiday
· On any date STAAR tests are administered and you have been selected to be a test administrator (campus or district-wide)
  on a day that a teacher is to give district-mandated assessments (STAAR Field Testing, NAEP, EOC field testing, semester tests, and other standardized tests.

Approved by the OCISD Board of Trustees
on _____ and complies
with DNA(Legal) and DNA(local).