



# ANTHONY INDEPENDENT SCHOOL DISTRICT

## 2016-2017 Teacher Appraisal

Aug 04, 2016	Half day orientation for new Teachers on T-TESS at campus level
August 22, 2016	Students Report
September 12, 2016	Due: Teacher Goal Setting and PD Template (review of teacher and student data to self-assess, establish goals and develop a professional development plan with Principal)
September 12-December 16, 2016	Beginning of walk-throughs with ongoing analysis of results and options
September 21, 2016	T-TESS training by HR, Principal or Region 19 for new teachers (3 hour required training) who missed August 04 training
October 6, 2016	Due: Teacher Goal Setting and PD Template from September 21 T-TESS training
December 15, 2016	<p>Last day to conduct a Fall observation</p> <ul style="list-style-type: none"> <li>* Teacher has 3 working days to complete and submit a Self-Reflection of the actual observation.</li> <li>* Teacher will receive a written summary and oral feedback from the individual T-TESS evaluator in a post-conference meeting within 10 working days of an actual observation.</li> </ul>

### **IMPORTANT DATES**

**No formal observations to take place on following days (walkthroughs are allowable):**

August 22 – September 12	First three weeks of school year
November 10	Day before a holiday
November 18	Day before a holiday
December 18	Day before a holiday/ Early Release (Winter Break)
January 13 (2017)	Day before holiday
February 17	Day before holiday
February 28/March 1-2	Spring Parent-Teacher Conferences / Early Release
March 10	Day before a holiday
April 13	Day before a holiday
May 17 – June 7	Last 15 days of the school year



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December 5, 2016 - January 13, 2017	Due mid-year follow up with ongoing review of teacher and student data. Review goals and professional development that impact on teacher and student performance with recommended formative review of goals and progress toward these goals
March 27	Last day to conduct a Spring observation <ul style="list-style-type: none"> <li>• Teacher has 3 working days to complete and submit a self-reflection of the actual observation.</li> <li>• Teacher will receive a written summary and oral feedback from the individual T-TESS evaluator in a “post-conference” meeting within 10 working days of the actual observation.</li> </ul>
April 10	Last Day for teachers to request a second T-TESS Appraisal
April 12	Last day for teacher to turn in evidence for Domain 4
April 17-May 12	Conclude all End-of-Year conferences to discuss final scores for Domains 1-3, review evidence for Domain 4 and discuss next year’s goal(s) and professional development plan <b>Note: Domain 4 is not scored in summative form until after the teacher has been afforded the opportunity to present evidence related to each of the four dimensions in this domain due by April 13 and reviewed at the end-of year conference.</b>
May 26	All T-TESS observation sheets and goals setting form must be submitted to the department of Human Resources
January 7-June 9, 2017	Administrators continue to conduct informal observations (walkthroughs)

NOTE: Refinement-year Student Learning Objective (SLO) outcomes will not be counted in a teacher’s overall evaluation rating. Districts view the refinement year as a year to familiarize themselves with the SLO process and the value of the feedback it yields (TEA). The SLO portion of the T-TESS will be counted in a teacher’s overall rating during the 2017-18 school year.