

**BORGER INDEPENDENT SCHOOL DISTRICT
2023-2024 T-TESS APPRAISAL CALENDAR**

T-TESS ORIENTATION TRAINING (REQUIRED)	TRAINING DATE
Initial T-TESS Orientation Training for New Teachers (new to the district and new to the profession)	August 2, 2023 – September 5, 2023
Initial T-TESS Orientation Training for Late Hires	Must receive T-TESS training within three weeks from hire date and at least two weeks before first observation
T-TESS Refresher Training for Returning Teachers on Campus	T-TESS training to be completed no later than September 5, 2023
GOAL-SETTING AND PROFESSIONAL DEVELOPMENT PLAN (GSPD)	DUE DATE
A goal setting and professional development plan is required for a teacher in the first year of appraisal under T-TESS and teachers new to the district	Six weeks from the date of orientation
Returning teachers review the goals established at the EOY Conference to determine if changes are needed. Changes will be made on the GSPD Plan in DMAC or Teach for Texas	September 29, 2023
OBSERVATION PRE-CONFERENCE AND OBSERVATION	DUE DATE
Announced Formal Observations	May begin formal observations two weeks after orientation
Observation Post-Conference	Conducted within ten working days of the observation
END-OF-YEAR CONFERENCE AND WRITTEN SUMMATIVE ANNUAL APPRAISAL	DUE DATE
An end of year conference shall be held no later than 15 working days before the last day of instruction for students	May 3, 2024
Written Summative Annual Appraisal (Final observation report)	The written summative annual appraisal report (Final observation report) shall be shared with the teacher within 10 working days following the conclusion of the EOY conference but no later than 15 working days before the last day of instruction.

All T-TESS requirements may be found under TAC Chapter 150. Commissioner’s Rules Concerning Educator Appraisal Subchapter AA. Teacher Appraisal:
<http://ritter.tea.state.tx.us/rules/tac/chapter150/ch150aa.html> and in BISD Board Policy: DNA Legal and DNA Local