



Brownsville Independent School District
Human Resources Department
2020-2021 Texas Teacher Evaluation and Support System (T-TESS)
Calendar

August 25 – June 10, 2021	Walkthroughs may be conducted and cumulative data may be obtained on any day and at any time throughout the school year. Any documentation that would affect a teacher's score shall be shared with the teacher within 10 working days.
September 11 – December 17, 2020	All first-year teachers and teachers new to the district shall be evaluated during the first semester of employment.
September 11, 2020	Waiver Form - Reminder any teacher on a Waiver will not qualify for the Teacher Incentive Allotment (TIA)
September 22, 2020	Student Learning Objectives (SLO)
October 6, 2020	Goal-Setting and Professional Development Plan (GSPD)
January 6 – February 5, 2021	GSPD/SLO Mid-Year Conference
April 19 – May 14, 2021	GSPD/SLO End-of-Year Conference
May 14, 2021	Last day to complete the entire appraisal process (pre-conference, formal observation, and post conference)
May 17 – June 9, 2021 Excluding May 28 – June 1 (Memorial Day)	If first appraisal process was completed between April 30 - May 14 requested second appraisals ONLY <i>NOTE: A teacher may request a second observation within ten working days after the observation post conference.</i>
June 4, 2021	Projected GSPD/SLO's for next school year
June 16, 2021	Teacher Summative Annual Appraisal Reports submitted to the Human Resources Department (T-TESS Evaluation Roster, T-TESS Waiver Cover Sheet, T-TESS Waiver Checklist, T-TESS Appraisal Waivers, T-TESS Waiver End of Year Conference/Performance Reports, T-TESS Observation Rubrics, T-TESS Summatives and BISD SLO Rating Rubrics)

Based on the 2020-2021 BISD School Calendar, the following dates indicate the days that formal T-TESS observations shall NOT be conducted.

August 25 – September 11, 2020	First Three Weeks of Instruction
October 9 – October 13, 2020	Columbus Day
November 20 – November 30, 2020	Thanksgiving
December 18 – January 7, 2021	Christmas
January 15 – January 19, 2021	Martin Luther King Jr. Day
February 24 – March 1, 2021	Early Dismissal/Charro Days
March 12 – March 22, 2021	Spring Break
April 1 – April 5, 2021	Easter
May 17 – June 9, 2021	15 working days before the last day of instruction
May 28 – June 1, 2021	Memorial Day
Dates may vary	End-of-Semester or End-of-Year Examinations
Dates may vary	STAAR, EOC, or other standardized tests