

ORE CITY ISD
T-TESS Timeline 2024-2025

| July 31--Sep 23 | Week 4 through End-of-Year Sept. 9, 2024 – May 2, 2025 | At least 15 working days prior to the last day of Instruction | Beginning of School Next School Year August, 2025 |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Teacher T-TESS Orientation (July 31, 2024 New Teacher Orientation) (August 5-13, 2024) (No later than the first three weeks of school and at least two weeks before the first observation.)</p> | <p>Formal Observations Sept. 3, 2024-May 2, 2025</p> | <p>End-of-Year Conferences April 1– May 2, 2025</p> | <p>Student Growth data review</p> |
| <p>Goal Setting and Professional Development (GSPD) Plan Submitted to the appraiser for approval within the first six weeks of school. Due by Sep 23.</p> <p>A GSPD Conference is required for a teacher in the first year of appraisal under T-TESS and teachers new to the district.</p> | <p>Teacher orientation for late hires.</p> <p>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, 1st year teachers, and returning teachers.</p> <p>Ongoing review of teacher and student data.</p> <p>Ongoing review of the GSPD plan to formatively assess progress towards goals, professional development impact, and teacher and student performance.</p> <p>Ongoing collection of evidence to support Domain IV · Teacher and appraiser</p> | <p>Review summative scores for Domains I, II, and III.</p> <p>Review the data and evidence gathered through the appraisal year for Domain IV, including the teacher’s evidence for this domain/dimensions.</p> <p>Review results of the performance of the teachers’ students.</p> <p>Review potential goals and professional development plans for the next school year.</p> <p><i>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.</i></p> | <p>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.</p> <p>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.</p> |
| Informal observations and walkthroughs | | | |
| Tracking progress of professional development | | | |
| | | Summative Conference | |

District Appraisers

- Rachel Evers, Superintendent of Schools
- Kimberly Freeman, Director of Special Services
- Amy McFatrige, Director of Curriculum and Instruction
- Travis Orms, High School Principal
- Coty Pratt, High School Assistant Principal
- Elyse Peterson, Middle School Principal
- Kristy Stevens, Middle School Assistant Principal
- Dale Ann Mizell, Elementary Principal
- Janette Garcia, Elementary Assistant Principal