

Decatur ISD 2026-2027 Texas Teacher Evaluation & Support System



DECATUR
INDEPENDENT
SCHOOL DISTRICT

State law (SB1) required the Commissioner of Education to develop a teacher appraisal system based on “observable, job-related behavior including the teacher’s implementation of discipline management procedures and the performance of the teacher’s students.” The appraisal system that Decatur ISD uses is the Texas Teacher Evaluation and Support System (T-TESS).

T-TESS Orientation	
Deadline for new-hire training and annual T-TESS orientation (Late hires complete the training/review within 3 weeks of start date)	August 3, 2026
Teacher Self Assessment & Goal Setting	
All teachers hired by August 1 must schedule and hold a goal setting conference with their appraiser, and finalize /submit parts 1 and 2 of the T-Tess Teacher Self Assessment and Goal-Setting documents.	September 4, 2026
Deadline for Appraiser to approve Appraisee’s goals	September 11, 2026
Informal Observation/Walkthrough Period	
Informal observations/walkthroughs shall be conducted during this time for teachers hired by August 1.	On any day at any given time
Formal Observation Period	
Formal observations and ongoing review of data shall be conducted during this time period. Teachers hired after August 1 may not have a formal observation until two weeks after their TTESS Orientation.	September 1, 2026 – March 25, 2027
Deadline for completion of formal observation of probationary teachers	January 28, 2027
Post Conference Period	
Post-Conference is required between appraiser and teacher within 10 days of the formal observation being conducted. Best practice is to have the post-conference within 3 days of the formal observation. A written observation report should be provided to the teacher at the conclusion of the post-conference.	Within 10 working days of the formal observation
End of Year Conference Period	
Appraisee uploads evidence toward goal attainment (Must be submitted at least one week prior to EOY conference)	
Deadline for completing EOY conferences	April 29, 2027
Written Summative Report completed after EOY conference	Released to teachers within (10) days after EOY conference
Final date to release Summative Report and have all documentation into Eduphoria	May 10, 2027
In addition to those days on which observations are prohibited by law [see DNA (LEGAL)], the District shall not schedule observations on the day before and the day after a school holiday, days scheduled for end-of-semester or end-of-year examinations, or days scheduled for state-mandated assessments or other standardized tests.	Instructional Days No Formal Observations are allowed: August 6, 2026- August 27, 2026; April 22, 2027- May 26, 2027, September 8, October 13, November 30, December 17, January 5, 19, February 16, March 22, any days a teacher is scheduled to STAAR Test.

Note: Intervention plans may be developed at any time at the discretion of the certified appraiser when the certified appraiser has documentation that would potentially produce an evaluation rating of “below expectations” or “improvement needed.”

The DISD T-TESS appraisal will be used for the following purposes:

- Providing teachers with feedback about their performance, such as strengths and areas needing growth
- Providing teachers with assistance in areas where improvement is needed
- Generating information considered in making contract renewal decisions
- Domains 2 and 3 will be used as a percentage of the Teacher Incentive Allotment designation determination.

Appraiser Calibration and Certification Requirements

- Complete required instructional leadership training (AEL, ILD, or ILT)
- Complete state-approved T-TESS appraiser training
- Pass the T-TESS certification exam
- Participate in annual calibration activities to ensure consistency, reliability, and accuracy in teacher observation ratings and maintain inter-rater reliability
- Participate in periodic recertification and ongoing training required for T-TESS and Teacher Incentive Allotment (TIA) compliance

Appraisal Calendar and Frequency

- The appraisal period includes all days of a teacher's contract.
- Observations must be conducted during student instructional days.
- Formal observations may not occur during the two weeks following T-TESS Orientation.
- End-of-Year Conferences must be completed no later than 15 working days before the last day of student instruction.
- All teachers, regardless of contract status or TIA eligibility, will be appraised annually and will receive at least one formal observation and two walkthroughs each school year.
- Decatur ISD does not utilize appraisal waivers, exemptions, or less-than-annual/non-appraisal cycles. TIA-eligible and non-TIA-eligible teachers are subject to the same annual appraisal frequency requirement.

2026-2027 Approved Appraisers:

Tammy Allen

Debbie Boatright

Daniel Bracamontes

Lana Coffman

Annalysa Elledge

Cristian Espinal

Jenni Garcia

Mark Goggins

Andrew Hohman

Lyle Lackey

Tanya Ledger

Rochelle Manz

Heather McFarland (September 2026)

Dusty Naumann

Staci Obriant

Jami Petty

Cortney Roseberry

Vanessa Salazar

Brandi Shisler

Jennifer Terell

Cynthia Webber

Craig Weston

Aimee Wood