

MISD Teacher Observation and Calibration Calendar 2025-2026

**For calibration purposes, the district has decided that two appraisers are calibrated to each other if 50% of their ratings are an exact match AND 80% of their ratings are within one level of teacher effectiveness.

Month	Observation Calibration Plan
August	Certification <ul style="list-style-type: none"> New appraisers attend three-day T-TESS certification training over the summer. Appraisers who were T-TESS certified three or more years ago recertify online with T-TESS.
	Calibration <ul style="list-style-type: none"> Returning appraisers with current T-TESS certification attend a calibration session facilitated by district leaders. During this session they review procedures, the rubric, and practice rating instruction using videos.
	Professional Development Appraisers <ul style="list-style-type: none"> All district appraisers and the administrative team will review T-TESS summary reports. Teachers <ul style="list-style-type: none"> New teachers attend T-TESS rubric and process training. Returning teachers attend a T-TESS refresher course.
September/ October	Calibration Activity <ul style="list-style-type: none"> Appraisers work in pairs to co-observe two teachers and calibrate.
	Observations <ul style="list-style-type: none"> Scored walkthroughs Appraisers conduct formal teacher observations according to the year-long schedule.
	Data Analysis <ul style="list-style-type: none"> After completing BOY assessments, compare student growth data with teacher observation data and check for positive correlation. Check for skew by appraiser, campus, subject and grade level.
November/ December	Calibration Activity <ul style="list-style-type: none"> Appraisers watch NIET videos and calibrate.
	Observations <ul style="list-style-type: none"> Scored walkthroughs Appraisers conduct formal teacher observations according to the year-long schedule.
	Data Analysis <ul style="list-style-type: none"> Continue comparing student growth data with teacher observation data on 3-week checkpoints, six-week assessments, unit tests, TFAR tests, etc. to check for positive correlation. Check for skew by appraiser, campus, subject and grade level.

January/ February	<p>Calibration Activity</p> <ul style="list-style-type: none"> Appraisers and the Director of Curriculum and Instruction work in pairs to observe two teachers and calibrate.
	<p>Observations</p> <ul style="list-style-type: none"> Scored walkthroughs Appraisers conduct formal teacher observations according to the year-long schedule.
	<p>Data Analysis</p> <ul style="list-style-type: none"> After completing MOY assessments, compare student growth data with teacher observation data and check for positive correlation. Check for skew by appraiser, campus, subject and grade level.
March/April	<p>Calibration Activity</p> <ul style="list-style-type: none"> Appraisers watch NIET videos and calibrate.
	<p>Observations</p> <ul style="list-style-type: none"> Scored walkthroughs Appraisers conduct formal teacher observations according to the year-long schedule.
	<p>Data Analysis</p> <ul style="list-style-type: none"> Continue comparing student growth data with teacher observation data on 3-week checkpoints, six-week assessments, unit tests, TFAR tests, etc. to check for positive correlation. Check for skew by appraiser, campus, subject and grade level.
May	<p>Observations</p> <ul style="list-style-type: none"> Appraisers conduct any final formal teacher observations according to the year-long schedule. Appraisers meet with individual teachers and discuss observation ratings, general strengths and areas of growth, student growth goals, and other professional goals.
June	<p>Data Analysis</p> <ul style="list-style-type: none"> After completing EOY assessments, compare student growth data with teacher observation data and check for positive correlation. Analyze the previous year's teacher observation data. Look for areas of skew by appraiser, campus, grade level, and teaching assignment.
	<p>Strategic Planning & Decision-Making</p> <ul style="list-style-type: none"> Create a strategic plan to address problem areas in the observation data. Determine the observation requirements (quantity and frequency) based on the strategic plan.