

# Sample Single Appraiser Calibration Calendar

## FLORA ISD CALIBRATION CALENDAR

Review the sample calibration calendar and reflect on the following questions:

1. What is effective about Flora ISD's calibration calendar?
2. What are the benefits of certifying high-performing teachers?
3. How does this compare with what your district currently does to increase calibration throughout the year?

Month	Calibration Activities
<b>August</b>	<b>BOY Certification &amp; Calibration</b> Appraiser certification or appraiser calibration using NIET videos
<b>September</b>	<b>Build Calibration Committee</b> Two high-performing "teacher leaders" become T-TESS certified to be calibration partners with the principal. Teachers apply for these positions and are selected based on their track record of effective teaching as well as the quality of their application. Teacher Leaders do not officially score other teachers but will serve as calibration partners for the principal.
<b>October</b>	<b>Single-Dimension Walkthrough</b> Principal and teacher leaders choose one T-TESS dimension to rate. They observe for this single dimension in multiple classrooms, collecting evidence and norming on ratings.
<b>November</b>	<b>Neighboring District Co-Observation</b> Principal visits campus in neighboring district to observe several classrooms, collect evidence and norm on ratings.
<b>December</b>	<b>Mid-Year Calibration</b> Principal and teacher leaders watch a teaching video from the NIET/TIA portal, collect evidence and rate using the rubric. The appraisal team will compare ratings and evidence with those on the NIET website. If they do not calibrate (which they have defined as 80% of ratings matching), they try again with another video.
<b>January</b>	<b>Student Actions vs. Teacher Actions Co-Observation</b> Principal and teacher leaders observe the same lesson. One person scripts only what students say and do. The other person scripts only what the teacher says and does. Both then use this evidence to norm on ratings.
<b>February</b>	<b>Neighboring District Co-Observation</b> Principal invites the principal of a neighboring district to observe several local classrooms, collect evidence and norm on ratings.
<b>March</b>	<b>Campus Walkthrough</b> Principal and teacher leaders conduct short (10-15 minute) observations across many or all classrooms and norm on ratings.