

# Texas Principal Evaluation & Support System



The principal evaluation rubric was developed by a Steering Committee of educators from the state of Texas that included school-level and district-level leaders, university leadership development program directors, staff of the Texas Comprehensive Center at SEDL, and representatives from the Texas Education Agency in collaboration with McREL International field consultants and researchers.

Appraisal Forms  
2015-2016



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# Texas Principal Evaluation & Support System

## Principal Professional Development Plan

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<b>Name:</b>	<b>Date:</b>
<b>TEA ID#:</b>	<b>District E-mail:</b>
<b>School:</b>	<b>School Year:</b>
<b>Position:</b>	<b>Assignment:</b>
<b>Appraiser:</b>	<b>Appraiser Title(s):</b>

There are three sections of the Principal Professional Development Plan. The first section, Beginning-of-year Goal Setting, may be completed by the principal following the self-assessment process. The goal, as well as activities, outcomes, and timeline, will be reviewed by the principal and his/her appraiser at the Pre-evaluation Conference. Each principal must establish at least one (1) goal. The second section, Mid-year Progress toward Goal Attainment, should be completed during the Mid-year Progress Meeting. The third section, End-of-year Goal Attainment, should be completed during the Final Evaluation and Goal Setting Meeting. The principal will use information from the Professional Development Plan and the Summary Rating Form to determine goals for the next school year.

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## ***Beginning-of-year Goal Setting Form for the Pre-evaluation Conference***

*Instructions:* Principals should use their campus improvement plan, the district strategic priorities, and their Principal Self-assessment ratings to determine a goal for the current school year. Principals should include the Texas Principal Standards/Indicators to be addressed, utilized, and improved upon in order to achieve the goal. The strategies and actions to be taken over the course of the year should be outlined in the goal plan, along with the expected outcomes, timeline for achievement, and the resources needed for attainment. This goal should be reviewed and modified with the appraiser during the Pre-evaluation Conference. The appraiser's ratings on the Principal Self-assessment will also be shared along with identifying data that will be expected to be collected throughout the year.

<b>Goal:</b>	
<b>Texas Principal Standard(s) and Indicator(s) to be Addressed</b>	
<b>Strategies and Actions</b>	

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*Principal Professional Development Plan – Beginning-of-year: Goal Setting Form*

<b>Expected Measurable Outcomes</b>		
<b>Timeline for Achieving Goal</b>		
<b>Resources Needed</b>		
<b>Appraiser Comments:</b>		
<b>Principal Signature:</b>		<b>Date:</b>
<b>Appraiser Signature:</b>		<b>Date:</b>

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*Principal Professional Development Plan – Beginning-of-year: Goal Setting Form*