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## **CISD Board Agenda Item Synopsis**

### **Subject: Proposed Alternate Principal Appraisal System**

**Background Information:** Texas Education Code requires the annual appraisal of campus principals using either the Commissioner's appraisal system or a locally developed system adopted by the Board. While Celina ISD values the state's framework, we believe a locally designed evaluation system provides a stronger reflection of our district's priorities and leadership expectations. This tool integrates the Texas Principal Standards with Celina ISD's Five Core Principles—Community, Excellence, Innovation, Leadership, and Stewardship—and is designed to support both accountability and continuous leadership development. The evaluation system was developed collaboratively with district administration, campus principals, and Bobcat Council to ensure alignment with the Board's vision and mission.

#### **Goals:**

- X 1. We will provide and support a safe, civil and collaborative culture.
- X 2. We will continuously provide and support effective teaching in every classroom.
- X 3. We will provide and support a guaranteed and viable curriculum.
- X 4. We will continue to foster a love of reading and commit to continual growth in childhood literacy.
- X 5. We will foster strong numeracy skills and commit to continual growth in math success.
- X 6. We will provide targeted strategies and practices to prepare students for post-secondary education, career readiness, and military participation.
- X 7. We will attract, recruit, develop, and retain high-quality professional staff.

**Budgetary Impact:** N/A

**Recommendation:** Action

#### **Submitted by:**

*Dr. Jason Johnston*  
*Sr. Chief*

#### **Recommended by:**

*Tom Maglisceau, Ph.D.*  
*Superintendent*

**Meeting Date: September 15, 2025**