

Hitchcock Independent School District

BOARD OF TRUSTEES

Meeting Date: August 24, 2026

Presented by: Dr. Darryl J. Henson, Superintendent of Schools

Subject: 2026-2027 Assistant Principal, Principal, and Central Office
Appraisal Systems

Consent Agenda

BACKGROUND INFORMATION:

Board Policy DN(LOCAL) establishes the governing framework for the performance evaluation of district professional personnel to ensure continuous growth, instructional quality, and administrative accountability. Under this policy, all professional staff members undergo a formal annual evaluation conducted by their direct supervisor based on standardized, job-related criteria and explicit performance standards. The appraisal process serves as a structured coaching tool designed to support ongoing professional development, using approved evaluation models such as T-TESS alongside observational data and growth plans. District leadership and campus administrators are tasked with maintaining complete, consistent appraisal records that align with state statutory guidelines and board expectations. Ultimately, Policy DN(LOCAL) ensures that staff evaluations directly reinforce classroom effectiveness, professional standards, and district-wide educational goals.

BOARD ACTION REQUIRED:

I move that the Board approve the 2026-2027 Assistant principal, principal, and central office appraisal systems as presented.

POLICY AUTHORIZATION:

DN(LOCAL)

CONTACT PERSON:

Dr. Darryl J. Henson, Superintendent

FUNDING SOURCE:

N/A

ENCLOSURES:

Assistant Principal Appraisal

Principal Appraisal

Central Office Appraisal