



United Independent School District

Appraisal System - Principals DNB (Regulation) T-PESS will be used to annually assess each principal's performance in relation to the Texas Principal Standards, which will personify continuous growth and improvement, guide self-reflection, inform professional development, and improve leadership quality.

2025-26 T-PESS PRINCIPAL APPRAISAL CALENDAR

Dates	Annual Principal Evaluation Process
July 1 - Aug. 29, 2025	Self-assessment and Goal setting (Principal will complete self-assessment using the T-PESS Rubric)
Sept. 2 - Sept. 30, 2025	Pre-evaluation Conference (Appraiser and the Principal will discuss self-assessment, goals, and initiatives)
Dec. 1 - Jan. 23, 2026	Mid-year Progress Meeting (Discuss progress towards goal attainment)
April 2 - June 5, 2026	Consolidated Performance Assessment (Review of artifacts, evidence, and any additional information to evaluate performance throughout the year)
June 8 - June 18, 2026	End-of-Year Performance Discussion (Consolidated Performance Assessment and the Principal's attainment of their performance goals, along with any additional evidence/information)
June 8 - June 18, 2026	Final Evaluation and Goal Setting (Review and discuss any additional information, draft performance goals, recommendations, and support for the next school year)

2025-26 T-PESS ASSISTANT PRINCIPAL APPRAISAL CALENDAR

Dates	Annual Assistant Principal Evaluation Process
July 1 - Aug. 29, 2025	Self-assessment and Goal setting (Assistant Principal will complete self-assessment using the T-PESS Rubric)
Sept. 2 - Sept. 30, 2025	Pre-evaluation Conference (Appraiser and the Asst. Principal will discuss self-assessment, goals, and initiatives.)
Mar. 30 - April 10, 2026	End-of-Year Performance Discussion (Consolidated Performance Assessment and the Assistant Principal's attainment of their performance goals, along with any additional evidence/information)
April 13 - May 1, 2026	Final Evaluation and Goal Setting (Review and discuss any additional information, draft performance goals, recommendations, and support for the next school year)