



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 the leadership quality.

T-PESS PRINCIPAL & ASSISTANT PRINCIPAL APPRAISAL CALENDAR 2023-2024

Dates	Annual Principal Evaluation Process
July 17, 2023, to September 1, 2023	Self-assessment and goal setting (Principals will complete self-assessment using the T-PESS Rubric)
September 5, 2023, to September 29, 2023	Pre-evaluation Conference (Appraiser and the principal will discuss self-assessment, goals, and initiatives)
December 4, 2023, to January 26, 2024	Mid-year Progress Meeting (Discuss progress towards goal attainment)
January 29, 2024, to March 27, 2024	Consolidated Performance Assessment (Review of artifacts, evidence, and any additional information to evaluate performance throughout the year)
April 2, 2024, to May 3, 2024	End-of-year Performance Discussion (Consolidated Performance Assessment and the principal's attainment of their performance goals and any additional information)
April 2, 2024, to May 3, 2024	Final Evaluation and Goal Setting (Review and discuss any additional information, draft performance goals, and recommendations and support for next school year)

Pending Board Approval June 2023