



# 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.

## **2024-25 T-PESS PRINCIPAL APPRAISAL CALENDAR**

<b>Dates</b>	<b>Annual Principal Evaluation Process</b>
July 15, 2024, to September 3, 2024	Self-assessment and goal setting (Principals will complete self-assessment using the T-PESS Rubric)
September 4, 2024, to September 30, 2024	Pre-evaluation Conference (Appraiser and the principal will discuss self-assessment, goals, and initiatives)
December 2, 2024, to January 24, 2025	Mid-year Progress Meeting (Discuss progress towards goal attainment)
January 31, 2025, to March 21, 2025	Consolidated Performance Assessment (Review of artifacts, evidence, and any additional information to evaluate performance throughout the year)
March 31, 2025, to May 2, 2025	End-of-year Performance Discussion (Consolidated Performance Assessment and the principal’s attainment of their performance goals and any additional information)
April 2, 2025, to May 2, 2025	Final Evaluation and Goal Setting (Review and discuss any additional information, draft performance goals, and recommendations and support for next school year)

## **2024-25 T-PESS ASSISTANT PRINCIPAL APPRAISAL CALENDAR**

<b>Dates</b>	<b>Annual Principal Evaluation Process</b>
July 15, 2024, to September 3, 2024	Self-assessment and goal setting (Principals will complete self-assessment using the T-PESS Rubric)
September 4, 2024, to September 30, 2024	Pre-evaluation Conference (Appraiser and the principal will discuss self-assessment, goals, and initiatives)
March 31, 2025, to May 2, 2025	End-of-year Performance Discussion (Consolidated Performance Assessment and the principal’s attainment of their performance goals and any additional information)
April 2, 2025, to May 2, 2025	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 2024