

PROCEDURES FOR APPRAISAL OF ADMINISTRATORS
RECOMMENDED BY THE COMMISSIONER OF EDUCATION

The District shall establish an annual calendar providing for the following activities, in which both the administrator and the appraiser shall participate:

1. Procedures for setting goals that define expectations and set priorities for the administrator being appraised.
2. Formative conference.
3. Summative conference.

Each principal and campus administrator must be appraised annually. (§150.1023)

19 TAC 150.1022(a, b, c, and e)

- a) Each principal shall be appraised on the following standards and indicators of the Texas Principal Evaluation and Support System (T-PESS) rubric that is aligned to the Texas Administrator Standards in Chapter 149 of this title (relating to Commissioner's Rules Concerning Educator Standards).
 - 1) Standard I. Instructional Leadership, which includes four indicators;
 - 2) Standard II. Human Capital, which includes four indicators;
 - 3) Standard III. Executive Leadership, which includes four indicators;
 - 4) Standard IV. School Culture, which includes five indicators; and
 - 5) Standard V. Strategic Operations, which includes four indicators.
- b) The evaluation of each of the standards and indicators identified in subsection (a) of this section shall consider all data generated in the appraisal process.
- c) Each principal shall be evaluated on the attainment and progress toward at least one goal, as referenced in §150.1023 of this title (relating to Appraisals, Data Sources, and Conferences). At least one goal shall be focused on the improvement of the principal's practice, as captured in the T-PESS rubric indicators and descriptors.
- e) Each principal shall be evaluated on each of the 21 indicators in Standards I-V identified in subsection (a) of this section and on the attainment of each goal, as referenced in subsection (c) of this section, using the following categories:
 - 1) distinguished;
 - 2) accomplished;
 - 3) proficient.
 - 4) developing; and
 - 5) improvement needed.

ECTOR COUNTY ISD
068901

PERFORMANCE APPRAISAL:
EVALUATION OF OTHER PROFESSIONAL EMPLOYEES

DNB
(EXHIBIT)A

§150.1028. Appraisal of Campus Administrators other than Principals

- a) Each school district shall evaluate campus administrators other than principals annually.
- b) ECISD will use the Texas Principal Evaluation and Support System (T-PESS) to appraise campus administrators other than principals. The school district will ensure that the T-PESS rubric and components fit the job descriptions of the campus administrators.