



United Independent School District

Appraisal System - Principals: DNB (Regulation) T-PESS will be used annually to assess each principal's performance in relation to the Texas Principal Standards, thereby promoting continuous growth and improvement, guiding self-reflection, informing professional development, and improving leadership quality.

2026-27 T-PESS PRINCIPAL APPRAISAL CALENDAR

Dates	Annual Principal Evaluation Process
July 13 - Sept. 4, 2026	Self-assessment and Goal Setting (Principal will complete self-assessment using the T-PESS Rubric)
Sept. 8 - Oct. 2, 2026	Pre-evaluation Conference (Appraiser and the Principal will discuss self-assessment, goals, and initiatives)
Nov. 30 - Jan. 29, 2027	Mid-year Progress Meeting (Discuss progress towards goal attainment)
April 5 - June 4, 2027	Consolidated Performance Assessment (Review of artifacts, evidence, and any additional information to evaluate performance throughout the year)
June 7 - June 18, 2027	End-of-Year Performance Discussion (Consolidated Performance Assessment and the Principal's attainment of their performance goals, along with any additional evidence/information)
June 7 - June 18, 2027	Final Evaluation and Goal Setting (Review and discuss any additional information, draft performance goals, recommendations, and support for the next school year)

2026-27 T-PESS ASSISTANT PRINCIPAL APPRAISAL CALENDAR

Dates	Annual Assistant Principal Evaluation Process
July 13 - Sept. 4, 2026	Self-assessment and Goal Setting (Assistant Principal will complete self-assessment using the T-PESS Rubric)
Sept. 8 - Oct. 2, 2026	Pre-evaluation Conference (Appraiser and the Asst. Principal will discuss self-assessment, goals, and initiatives.)
Nov. 30 - Jan. 29, 2027	Mid-year Progress Meeting (Discuss progress towards goal attainment)
April 5 - May 14, 2027	Consolidated Performance Assessment (Review of artifacts, evidence, and any additional information to evaluate performance throughout the year)
May 17 - June 9, 2027	End-of-Year Performance Discussion (Consolidated Performance Assessment and the Assistant Principal's attainment of their performance goals, along with any additional evidence/information)
May 17 - June 9, 2027	Final Evaluation and Goal Setting (Review and discuss any additional information, draft performance goals, recommendations, and support for the next school year)

Pending Board Approval September 16, 2026