



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.

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)
Feb. 1 - March 19, 2027	Consolidated Performance Assessment (Review of artifacts, evidence, and any additional information to evaluate performance throughout the year)
March 31 - May 5, 2027	End-of-Year Performance Discussion (Consolidated Performance Assessment and the Principal's attainment of their performance goals, along with any additional evidence/information)
April 1 - May 5, 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.)
March 31 - May 5, 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)
April 1 - May 5, 2027	Final Evaluation and Goal Setting (Review and discuss any additional information, draft performance goals, recommendations, and support for the next school year)