

- (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.
- (f) Beginning with the 2017-2018 school year, each principal appraisal shall include the campus-level academic growth or progress of the students enrolled at the principal's campus.
- (g) If calculating a single overall summative appraisal score for principals, the measure of student growth or progress, as referenced in subsection (f) of this section, shall count for:
 - (1) at least 20% of a principal's summative score for a principal who has served two or more years in his or her role on the same campus;
 - (2) at least 10% of a principal's summative score for a principal who has served one year in his or her role on the same campus; or
 - (3) may not be included in calculating a single overall summative appraisal score for a principal who is in his or her first year as principal on a particular campus.
- (h) Each principal shall be evaluated on student growth or progress using one of the terms from the following categories:
 - (1) distinguished;
 - (2) accomplished;
 - (3) proficient;
 - (4) developing; or
 - (5) improvement needed.

Source: The provisions of this §150.1022 adopted to be effective July 1, 2016, 41 TexReg 4009.

Statutory Authority: The provisions of this §150.1022 issued under the Texas Education Code, §21.354 and §21.3541.

§150.1023. Appraisals, Data Sources, and Conferences.

- (a) Each principal must be appraised annually.
- (b) The annual principal appraisal shall include:
 - (1) at least one appraiser-approved goal that shall be:
 - (A) initially drafted in conjunction with the principal's end-of-year conference from the previous year, as applicable, revised as needed based on changes to the context of the principal's assignment at the beginning of the current school year, and submitted to the principal's appraiser; and
 - (B) maintained throughout the course of the school year by the principal to track progress in the attainment of goals and the actions taken to achieve the goals;
 - (C) shared with the principal's appraiser prior to the end-of-

- (2) a pre-evaluation conference prior to the principal submitting his or her goals to the principal's appraiser;
- (3) a mid-year conference to determine and discuss progress toward the attainment of goals;
- (4) an end-of-year conference that:
 - (A) reviews data collected throughout the current school year and previous school years, if available;

§150.BB.

Administrator Appraisal

- (3) district policy regarding principal appraisal has changed since the last time the principal was provided with an orientation to the T-PESS.
- (b) The principal orientation shall include all state and local appraisal policies and the local appraisal calendar.

Source: The provisions of this §150.1025 adopted to be effective July 1, 2016, 41 TexReg 4009.

Statutory Authority: The provisions of this §150.1025 issued under the Texas Education Code, §21.354 and §21.3541.