Systems used to evaluate principal performance

Descriptor (a)(2) - Part 1 - Principal Evaluation reporting
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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
A ACADEMY	057829	Administrator's Evaluation Tood	Based on performance goals and expectations met in achieving these goals.	http://apps.esc13.net/edapp/public/uploads/57b7fa004a4263221d3722651ec5767f_ADMINISTRATOR'S EVALUATION TOOL.docx
ABBOTT ISD	109901	Administrator Performance Evaluation	Generic administration evaluation.	http://apps.esc13.net/edapp/public/uploads/26e9fb8db0991a30ec04e82b01842a90_Administrator Appraisal.pdf
ABERNATHY ISD	095901	Abernathy ISD Administration Evaluation Instrument	Rates principal as Exceptional, Proficient, or Needs Improvement in Educational Leadership,Student services, Staff development and professional growth, District,Fiscal, facilities, and operations, personnel management,& community relations	http://apps.esc13.net/edapp/public/uploads/f8763e33603251d3ff9565f5bde35676_Principal Shawn 08.doc
ABILENE ISD	221901	Local	Evaluation of Superintendents staff	http://apps.esc13.net/edapp/public/uploads/60d77f6de2755e2c96a0def19bad806b_Report.pdf
ACADEMY ISD	014901	Academy ISD Administrator Appraisal System	Based upon the TASB Personnel Management Manual, with specific competencies relevant to AISD. This instrument was developed in conjunction with stakeholder committees and approved by the board of trustees.	http://apps.esc13.net/edapp/public/uploads/a49a9f027aaf377900d8bc3cf32ea157_Blank Principal Evaluation.doc
ACADEMY OF ACCELERATED LEARNING INC	101810	Academy of Accelerated Learning, Inc. Local	The administrator/principal is assessed in the areas of teacher development, student achievement, management and organization, school safety and parental engagement.	No Public Link Reported
ACADEMY OF CAREERS AND TECHNOLOGIES CHARTER SCHOOL	015816	Principal's and Asistant Principal's Evaluation	Performance Rubric	http://apps.esc13.net/edapp/public/uploads/4c6477d9293abf14d70338a9d8bb00f2_Evaluation.pdf
ACADEMY OF DALLAS	057810	PDAS	PDAS	No Public Link Reported
ACCELERATED INTERMEDIATE ACADEMY	101849	to be submitted	Based on TEA data Acccountability Tables with student data	No Public Link Reported
ADRIAN ISD	180903	Commissioner-Recommended Student Performance Domai	Principal completes the above worksheet; it is discussed with the supt. Discussions lead to recommendations and suggestions. Principal appraisal is ongoing.	http://apps.esc13.net/edapp/public/uploads/8952373a2aa9da95f5d525d69060f79b_Worksheet.pdf
ADVANTAGE ACADEMY	057806	Created by District	We use informal as well as formal observations and evaluations.	http://apps.esc13.net/edapp/public/uploads/074c778f358be083272a175d7f015fc6_Administrator Observation.pdf
AGUA DULCE ISD	178901	PDAS	Evaluates administrators based upon perforamnce, include student performance data	No Public Link Reported
AL PRICE STATE JUVENILE CORRECTIONAL FACILITY	123915	Texas Youth Commission Adminstrative Appraisal	Based on state competencies	http://apps.esc13.net/edapp/public/uploads/53b77a02a3ef4e68b9185565b58b9a3b_HR_903.doc

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
ALAMO HEIGHTS ISD	015901	Administrator Evaluation System	Our administrator evaluations rate: school climate; school improvement; instructional and personnel management; administration/fiscal/facilities management; student management; professional growth and development; and school/community relations.	http://apps.esc13.net/edapp/public/uploads/53a05050990d41a89c124e2828639a18_Appraisal Instrument - Principals.pdf
ALBAGOLDEN ISD	250906	Commissioner Recommended Appraisal Form	Appraisal includes the following areas: Instructional Management, School Morale, School Improvement, Personnel Management, Student Management, Community Relations, Professional Growth and Development, Management of Admin. Functions, & Student Performance	http://apps.esc13.net/edapp/public/uploads/ce6c1a5fedd218151e83ada1400da499_attachments.zip
ALBANY ISD	209901	Eduphoria PDAS	State Recommended appraisal	http://apps.esc13.net/edapp/public/uploads/28d14ae827918b742e9c1e38a106b53d_Albany ISD Principal Assessment Sample.pdf
ALDINE ISD	101902	Principal/Assistant Principal Performance Summativ	This appraisal system was developed by the district to align with the administrator's job description and campus improvement plan and scorecard. Each person is assessed in 8 areas and must provide documents verifying standards have been met in each area.	http://apps.esc13.net/edapp/public/uploads/6e96ac067d17d346121e834008ba1105_PRINCIPALS_Summative - Final.doc
ALEDO ISD	184907	Region 13 commissioner form & local	Includes AEIS & AYP data, instructional management, school climate,school improvement, personnel management, fiscal/facility management, student management, professional growth, community relations, campus performance objectives	http://apps.esc13.net/edapp/public/uploads/627c3d695400408e9038e2fe2c483670_Scan001.PDF
ALICE ISD	125901	Commissioner-Recommended Stu. Performance Domain	A locally developed administrator appraisal instrument is used in conjunction with the TASB-Region 13 appraisal document.	http://apps.esc13.net/edapp/public/uploads/f1d0c5f3528313fbe5ef7075de7c5c00_125901 - Appraisal Docs.pdf
ALIEF ISD	101903	Alief ISD Campus Based Administrator Performance	Matrix including descriptors, measures 7 areas: Leadership, Climate, Learner Centered Curriculum/Instruction and Assessment, Professional Development, Communication, Quantity and Excellence for All Learners,and Professional Excellence.	http://apps.esc13.net/edapp/public/uploads/1e92e8013e98ac7d8707345fbb5eafd0_Campus_Based_Adm1_ _Peformance_Matrix (2).pdf
ALIEF MONTESSORI COMMUNITY SCHOOL	101815	AMCS Administrator Evaluation	This evaluation process combines PDAS and Montessori elements for our administrators.	http://apps.esc13.net/edapp/public/uploads/363d9df6ff0964286f48af707faf46eb_Admin office evaluation.docx
ALLEN ISD	043901	Local	Similary to PDAS	http://apps.esc13.net/edapp/public/uploads/f664671eb04c1739162fcd8c32fc69e9_AP Evaluation.rtf

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ALPHA CHARTER SCHOOL	057832	Unknown	After speaking with the Superintendent it was found that no administration appraisals were completed. Administration however, has been restructed and PDAS will be used for the 2011-2012 school year.	No Public Link Reported
ALPINE ISD	022901	None	Alpine ISD does not have a formal administator appraisal system	http://apps.esc13.net/edapp/public/uploads/469aac06c6671d399543e102de77e574_Alpine ISD did not utilize a formal evaluation system for administrators during the 2010.docx
ALTO ISD	037901	Alto ISD (Per PDAS)	Alto ISD has developed an appraisal system which utilizes PDAS at its core.	http://apps.esc13.net/edapp/public/uploads/fcbf68d730a079e8e9161737dbbbeb9b_PRINCIPAL'S EVALUATION.docx
ALVARADO ISD	126901	District Appraisal System	Appraisal System is composed of key charachteristics of successful school leadership.	http://apps.esc13.net/edapp/public/uploads/5b0f3e2aec0ebb860cb8ea13b7852e3a_DOC001.PDF
ALVIN ISD	020901	Alvin ISD Adminstrator Appraisal Instrument	It is based off the job description for the administrator. It has a rating scale and broken into different domains.	http://apps.esc13.net/edapp/public/uploads/01261115e3f1cf9a6dc7de2f7d46fcfd_ALVIN ISD APPRAISALS-TEA SURVEY 6-21-2011.docx
ALVORD ISD	249901	Alvord ISD Principal Evaluation	Combination of local and Commissioner's system.	http://apps.esc13.net/edapp/public/uploads/5211078cde1fd880be25ad2a583f4bf2_Principalevaluation2011.pdf
AMARILLO ISD	188901	Commissioner-Recommended Student Perf. Domain	Region 13 principal appraisal system	http://apps.esc13.net/edapp/public/uploads/11739d032b3333f294943d6cff1bbe22_Principal Appraisal Form 2011.pdf
AMBASSADORS PREPARATORY ACADEMY	084804	APA Employee Performance Evaluation	Encourages the professional development and growth of teachers, and the Administrator acknowledges the role of administrators as instructional leaders. It is designed to assist the school impovement and creating a productive future for are student	http://apps.esc13.net/edapp/public/uploads/4a9c0edcb698ac120f5371962842ee4d_Evaluation - Superintendent-Principal.doc
AMERICAN YOUTHWORKS CHARTER SCHOOL	227801	Performance Planning and Review	Employees and managers jointly create performance expectations at beginning of review period and then follow-up with review at intermediate and end of period review. Final documentation saved in employee file.	http://apps.esc13.net/edapp/public/uploads/ada5432082e117c86ebf6cc926316aa0_PERFORMANCE PLANNING.pdf
AMHERST ISD	140901	Commissioner Recommended Students Performance Doma	This system is designed by the state of Texas and is required by Amherst ISD board policy.	No Public Link Reported
AMIGOS POR VIDAFRIENDS FOR LIFE PUB CHTR SCH	101819	Local APV Administration Evaluation	8 domain comprehensive evaluation system	http://apps.esc13.net/edapp/public/uploads/a8792933175a2e9a8b38f4f1b199f172_apv.pdf
ANAHUAC ISD	036901	Locally developed	this corresponds to the job discription and how well they preform in those areas	http://apps.esc13.net/edapp/public/uploads/aff48434b5e86a35790fc8516dd1bbc8_Principal.doc
ANDERSONSHIRO CISD	093901	Commissioner-Recommended Administrator Appraisal	Domains & descriptors include: instructional management, organization morale, organization improvement, personnel management, fiscal and facilities functions, student management, school or community relations, professional growth, and academic excellence	http://apps.esc13.net/edapp/public/uploads/6f1433de119615c3a795478e4c7d10e5_Administrator Evaluations.doc

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
ANDREWS ISD	002901	Staff Evaluation Form - Andrews I. S. D.	Personal and professional qualities are coded as acceptable, area of concern, or unacceptable. Goal setting and intervention plans tied to student performance as measured on AEIS and AYP.	http://apps.esc13.net/edapp/public/uploads/7f480048ddeb74618214834b94167bff_Analysis10.11 copy.rtf
ANGLETON ISD	020902	Professional Development and Appraisal System	Instrument recommended by TEA	http://apps.esc13.net/edapp/public/uploads/202189bf824676cb90afcff6774f5fab_District Administrative Appraisal (2).doc
ANNA ISD	043902	TASB Appraisal Documents	The system apraises each administrator based on their job description.	http://apps.esc13.net/edapp/public/uploads/33d9ab753d391a5af58a1f6025c80520_Principal Student Performance Domain 1-4 2011.pdf
ANSON ISD	127901	ESC3 Principal Appraisal Form	It is a combination of student data results and local criteria.	http://apps.esc13.net/edapp/public/uploads/db0f95dd06d27087978033d4b0af880d_Mr. B.PDF
ANTHONY ISD	071906	TEA Commisioner Principal Evaluation	Based on observation and performance data	http://apps.esc13.net/edapp/public/uploads/3031bc892fbac3678e866801c301795e_Principal Appraisals.pdf
ANTON ISD	110901	District Evaluation	Our appraisal system evaluated administrators in the key component areas of leadership and instruction	http://apps.esc13.net/edapp/public/uploads/50e641f22069dba62ca6a34bb3d18083_Principal evaluation template.docx
APPLE SPRINGS ISD	228905	Assistant Principal Evaluation	Locally developed ranking instrument with components addressing major aspects of job description	http://apps.esc13.net/edapp/public/uploads/054401bada7418c54b9b38f54af0f482_Assistant Principal Evaluation.docx
AQUILLA ISD	109912	Local System	Always used it - has always worked	http://apps.esc13.net/edapp/public/uploads/0d0374ef383985a87fd72728ad5ad23c_Principal Evaluation.doc
ARANSAS COUNTY ISD	004901	Locally Developed	Instruments are based on job descriptions. The Principal Evaluation Instrument also includes the Commissioner-Recommended Student Performance Domain Worksheet and Analysis of Indicators for Goal Setting.	http://apps.esc13.net/edapp/public/uploads/baf1df590474fc859234c2ec5836bb9f_HS Prin Eval Inst.pdf
ARANSAS PASS ISD	205901	District Developed	an overview of duties and responsibilities	http://apps.esc13.net/edapp/public/uploads/54c06d26e64ec4aa9007747d394fd6bc_Assistant Principal.docx
ARCHER CITY ISD	005901	Locally Developed	Locally Developed - attached	http://apps.esc13.net/edapp/public/uploads/3158426c764888db3f11e6d712eae725_2010_ARCHER CITY ISD PRINCIPAL EVALUATION.doc
ARGYLE ISD	061910	AISD Evaluation	Worksheet and 7 criteria	http://apps.esc13.net/edapp/public/uploads/222edb469dd6a6b7caa9747bfe6ecc29_Principal Appraisal.pdf
ARLINGTON CLASSICS ACADEMY	220802	There is no formal appraisal system used	Based off job description of the principal	http://apps.esc13.net/edapp/public/uploads/2debfcf6ce38aa0072685d773ba8f521_ACA Administrator appraisal.pdf
ARLINGTON ISD	220901	Principal Appraisal and Summative Evaluation	The instrument is aligned with the principal job description. Each domain is rated as meets expectation, below expectation or improvement plan.	http://apps.esc13.net/edapp/public/uploads/dad845cf8401312dbe5959fae95057d0_10-11 Princ Appraisal Eval MASTER v2.pdf

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ARP ISD	212901	Region XIII Administrator Appraisal	The district uses the administrator appraisal system that is available through Region 13 for campus and district level administrators. The superintendent is evaluated with documents from TASB.	http://apps.esc13.net/edapp/public/uploads/6daf6611d18b002f26b58d346cbe1bef_prin evaluation.pdf
ARROW ACADEMY	021805	No students at this school	No students at this school	http://apps.esc13.net/edapp/public/uploads/c01136b939a08fcb02c1352c1676bcfe_TEA letter to admin.doc
ASPERMONT ISD	217901	AISD Adminstrator Appraisal System	Locally Developed Administrator Evaluation System.	http://apps.esc13.net/edapp/public/uploads/e47fc1cc190f3db041afeaab80043f25_Appraisal Form.docx
ATHENS ISD	107901	Athens ISD Administrator Annual Evaluation	The current system being used (per Superintendent) basically takes the job description and scores each responsibility (duty). The appraiser and the appraisee both score and discuss the evaluation to determine areas of needed growth.	http://apps.esc13.net/edapp/public/uploads/ e093a5a98306e7d5274500fe80812bc9_administrator appraisal document.pdf
ATLANTA ISD	034901	Atlanta ISD Local Appraisal	Atlanta ISD uses a locally developed document for appraising administrators	http://apps.esc13.net/edapp/public/uploads/33afdcc4696c2feb91a8aef86a33a87e_Principal eval elem.doc
AUBREY ISD	061907	District System	The district has modified several systems to fit the distirct including performance, goals, narratives, and check off lists.	http://apps.esc13.net/edapp/public/uploads/7e03bfbfe5d315267ba455b3aff3711d_Aubrey ISD 061907 Principal Evaluation.pdf
AUSTIN CAN ACADEMY CHARTER SCHOOL	227818	none	none	http://apps.esc13.net/edapp/public/uploads/ 37c178a566e6be00ae59ddae82f53929_appraisal.doc
AUSTIN DISCOVERY SCHOOL	227821	Administrative Evaluation	Teachers and parents rate administrators based on job descriptions and yearly goals. Administrators self assess as well as undergo Executive Review with Director on quarterly basis.	http://apps.esc13.net/edapp/public/uploads/11026b3ac81f08f1708016e316642fb7_admin survey 10_11.pdf
AUSTIN ISD	227901	N/A	Administrative appraisals are accomplished on individual forms	http://apps.esc13.net/edapp/public/uploads/fef159b3f1f2931e12cf38fe41f77cab_NON CAMPUS BASED ADMINISTRATOR.docx
AUSTWELLTIVOLI ISD	196901	Local devloped	Developed based on ionformation from Texas Association of School Boards	http://apps.esc13.net/edapp/public/uploads/ 335692e16113c4f0f6da90be834d3971_evaltemp.docx
AVALON ISD	070901	TASB	Standard including performance outcome	http://apps.esc13.net/edapp/public/uploads/2025b4d2fa4799a85018ac1579627182_principal's evaulation forms.txt
AVERY ISD	194902	Local	Evaluates Performance competency areas in instructional management, school morale, school improvement, persobnnsl management, management of fiscal, administrative, and facility functions, student management, and student performance.	No Public Link Reported
AVINGER ISD	034902	Local Instrument	The is a tool that evaluates the principal with S, N, or U in a number of different categories.	http://apps.esc13.net/edapp/public/uploads/ 07c64cd685ad9be57db91354bfa5e307_principaleval.docx

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
AW BROWNFELLOWSHIP LEADERSHIP ACADEMY	057816	District Administrator Appraisal System	Based on our mission focus, the administrator appraisal system is a generic tool intended to appraise how well administrators at all levels can lead our school community	http://apps.esc13.net/edapp/public/uploads/9538b5fb02bd2f8bf5c4385941e334a6_Administrator-StaffAppraisalForm.pdf
AXTELL ISD	161918	Axtell ISD Principal Performance Evaluation	It is a rating of 1 to 5 in the areas of Administrative Skills, Instructional Leadership, Communication Skills, Decision Making, Personal Qualities	http://apps.esc13.net/edapp/public/uploads/ee83fbbdf22391baaf64b4ae72b12e01_PrinEval.docx
AZLE ISD	220915	Locally approved	Parallel to superintendent's evaluation	http://apps.esc13.net/edapp/public/uploads/2a55d5edcb74dc521c78a5b671b3a2df_Copy of BlankPrinicpalAppraisal.pdf
AZLEWAY CHARTER SCHOOL	212803	LEA-Developed	Has a Primary Purpose for the position and 17 Major Responsibilities and Duties. Each Responsibility/Duty is rated a "1" or a "2". An overall rating of "1" is Satisfactory and an overall rating of "2" is Needs Improvement.	http://apps.esc13.net/edapp/public/uploads/5d38f29df23df065db93ef0ed8fc53c1_SDOC2723[1].pdf
BAIRD ISD	030903	Campus Principal Evaluation	Rate principals on nine strategies and skills	http://apps.esc13.net/edapp/public/uploads/8b43a094535c55e2da67ebeced126922_Baird Campus Principal Eval.doc
BALLINGER ISD	200901	Will Brewer	The appraisal instrument includes the Commissioner-Recommended Worksheet as well as a locally developed instrument based on the 9 domains suggested in Step 4 of the Commissioner-Recommended Summary.	http://apps.esc13.net/edapp/public/uploads/cd34d5f75383c33debfd0079c4e03fc8_Principal Appraisal Documents.pdf
BALMORHEA ISD	195902	Professional Development Appraisal System (PDAS)	We use the State of Texas System Administrator Appraisal System	No Public Link Reported
BANDERA ISD	010902	Bandera ISD Administrator Job Performance Data For	This is a locally developed administrator appraisal form.	http://apps.esc13.net/edapp/public/uploads/f0cda33c7d747024a8762c67aff1e0aa_Administrator Job Performance-NEW 08.doc
BANGS ISD	025901	locally adopted	We use a locally adopted format that covers 8 domians and a superintendent that covers 42 job objectives.	No Public Link Reported
BANQUETE ISD	178913	Principal Appraisal System	Our system appraises each administrator as per their duties	http://apps.esc13.net/edapp/public/uploads/b5d971274436277470bd4b02c6dc3066_Evaluation Form Principal.pdf
BARBERS HILL ISD	036902	BHISD Principal Appraisal Report	Section I-Goal Setting;Section II-Domains: Campus mgmt,School climate,Student mgmt,Personnel mgmt,School improvement,Admin & Fiscal/Facil mgmt,School/Comm relations,Prof Growth & Develop.;Section III-Student performance	http://apps.esc13.net/edapp/public/uploads/4f1121987381514e94e640b853328380_Principal Appraisal Instrument-Interactive.doc
BARTLETT ISD	014902	Principal Performance Appraisal	Locally developed admininstrative evaluation tool.	http://apps.esc13.net/edapp/public/uploads/518d07d32a846e92cb0e6c2454c44bbc_Principal's Appraisal.pdf
BASTROP ISD	011901	Administrator's evaluation	Administrator Clinical Supervision Discussion (Evaluation Report)	http://apps.esc13.net/edapp/public/uploads/a610e893c9a1816fdab936d05838623c_Bastrop ISD Clinical Supervision doc.doc

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BAY AREA CHARTER INC	101809	none	none	http://apps.esc13.net/edapp/public/uploads/572cfc0f9872c553cd66ca3332e9048f_We do not have a system.docx
BAY CITY ISD	158901	Bay City ISD Administrator Evavaluation	The appraisal is divided into Instructional Mgmt, School/Organizational Climate, School/Organizational Improvement, Personnel Mgmt, Admin and Fiscal/Facilitites Mgmt, Student Mgmt, Pro. Growth and Development, School/Community Relations,and Academ Excell	http://apps.esc13.net/edapp/public/uploads/517fe56d2d715ca6ca9dfd9eba81fa5e_Administrators Documents.pdf
BEATRICE MAYES INSTITUTE CHARTER SCHOOL	101847	None present	The LEA has no formal administrator appraisal system.	No Public Link Reported
BEAUMONT ISD	123910	Internal instrument	Administrators are appraised on pertinent areas of competence, including student success.	http://apps.esc13.net/edapp/public/uploads/8f850f83150a51e92a22372b711c83b4_Principal Eval Packet 2010-2011.pdf
BECKVILLE ISD	183901	Beckville ISD Appraisal System	Commissioner-Recommended + Locally Developed	http://apps.esc13.net/edapp/public/uploads/74ee354e9c63c53c25d6b5001045b918_Appraisal.pdf
BEEVILLE ISD	013901	BISD Principal Appraisal	Based on the Commissioner's Standards for Principals	http://apps.esc13.net/edapp/public/uploads/ec96af50b052ac24a9da0719ddf0592c_Appraisal-Principal1.doc
BELLEVUE ISD	039904	Bellevue ISD Administrator Appraisal	This system appraises campus administrators on all 9 domains for the principal compentencies.	http://apps.esc13.net/edapp/public/uploads/62848c041b3688735e4820e7188706b1_Principal Appraisal Form.docx
BELLS ISD	091901	Commissioner REcommended Student Performance Domai	Form of Region III ESC principal evaluation tool;	http://apps.esc13.net/edapp/public/uploads/98b5d237ccfed2e43e7f5f993cafc46a_Principal_Eval.pdf
BELLVILLE ISD	008901	Administration Assessment Instrument	Learner-Centered Leadership, Climate, Curriculum & Instruction, Professional Development, Communications, Equity Excellence-All Learners, and Student Performance	http://apps.esc13.net/edapp/public/uploads/b491e309409a996a034e1ed76e100dcc_2011-06-30--Principal Assessment Instrument.pdf
BELTON ISD	014903	Locally developed system	Each principal/assistant principal meets with their supervisor three times a year to review progress and performance. All other administrators are evaluated every January. Forms are attached.	http://apps.esc13.net/edapp/public/uploads/291d76d10f179df94fac90c7ce03e66b_Principal-Asst_Principal_January_Formative_Conference_(2)[1].doc
BEN BOLTPALITO BLANCO ISD	125902	Administrator/Principal Evaluation	Appraisal covers a number of key topics that administrators/principals are required to know, do, and be proficient in the discharge of these duties.	http://apps.esc13.net/edapp/public/uploads/aceb54772a43b4fa4457462eee9fb113_Principal's Evaluation--Blank.RTF
BENAVIDES ISD	066901	Local Summative & Comm-Recommended St Performance	BISD uses a Local Campus Principal Summative Appraisal Form & the Commissioner-Recommended Student Performance Domain Worksheet	http://apps.esc13.net/edapp/public/uploads/87b54d0afdd1da474c5d71b375739248_BISD Principals' Evaluation-St Performance.pdf
BENJAMIN ISD	138904	PDAS	TEA developed Professional Development and Appraisal System	http://apps.esc13.net/edapp/public/uploads/cc3c9b6a3cb4b0cef95d339f4b39451b_PDASObservationSummary.pdf

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BENJIS SPECIAL EDUCATIONAL ACADEMY CHARTER SCHOOL	101820	PDAS	PDAS	No Public Link Reported
BEXAR COUNTY ACADEMY	015809	CSAS Principal Appraisal	Administrators are appraised on management, instructional leadership, school culture, student performance, and personal characteristics and professional responsibility	http://apps.esc13.net/edapp/public/uploads/29afb2745d551155ec5c02c82aa64ddc_Principal Appraisal.PDF
BIG SANDY ISD	187901	Commissioner recommended student performance	Commissioner recommended student performance domain worksheet	http://apps.esc13.net/edapp/public/uploads/4f3415db1921deaaa177b7e2fb979584_Principal appraisal.pdf
BIG SANDY ISD	230901	Big Sandy Administrator Evaluation	Each district administrator create 3-5 goals for the year adn submit data to show sucess or non-sucess of goal achievement. As well each administrator is evaluated on a local developed evaluation which included prior year student performance.	http://apps.esc13.net/edapp/public/uploads/ a52d48f0b055f7852912e25a07462e08_Administrator Evaluation Instrument.doc
BIG SPRING ISD	114901	Big Spring ISD Principal Evaluation	The principals are evaluated in 8 domains. The domains include classroom instruction, student management, professional growth, relationships, and facilities.	http://apps.esc13.net/edapp/public/uploads/ba6c6391857fd3e0dde461772239000e_Principal Evaluation.docx
BIG SPRINGS CHARTER SCHOOL	193801	Big Springs Charter Employee Job Performance Evalu	Job performance evaluation based on 15 specific administrative tasks and responsibilites with self-evaluation, supervisor evaluation with numerical score and narrative. Improvement objectives listed and described with learning support interventions.	http://apps.esc13.net/edapp/public/uploads/ 52caf242a44fc8a08258c6289b0056c7_Performance Evaluation_Superintendent.doc
BIRDVILLE ISD	220902	Birdville Administrator Appraisal	The district uses the TEA/Commissionerâ€™s Recommended Principal Performance Appraisal instrument for evaluating our campus principals.	http://apps.esc13.net/edapp/public/uploads/965152d5e7696ab687071ab3d1b35605_Principal Appraisal-updated as of 2010-11.rtf
BISHOP CISD	178902	Bishop CISD Administrator Appraisal Instrument	Comprehensive instrument closely aligned with job description/duies for each of the campuses and departments (i.e., principal, asst. super., business manager, athletic director, special programs direcetor, etc.).	http://apps.esc13.net/edapp/public/uploads/2e1a2256e6e884969b6a56aeea373597_Principal Eval.doc
BLACKWELL CISD	177903	Local	Much like PDAS	http://apps.esc13.net/edapp/public/uploads/2f3dd97f4105431d0a88c4ea3978232d_Principal's Evaluation.doc
BLANCO ISD	016902	District Local System	Local instrument with a 1-5 rating scale with opportunity for written comments regarding Strengths and Weaknesses.	http://apps.esc13.net/edapp/public/uploads/d0d2c133b9606300899a4c7de3241658_5.13.11 Principal Appraisal Instrument.PDF
BLAND ISD	116915	Commissioner-Recommended Student Performance	Student performance Principal evaluation.	http://apps.esc13.net/edapp/public/uploads/f08cad45b4814d393c74a893db1908ef_Principal Student 2010.pdf

Systems used to evaluate principal performance

Descriptor (a)(2) - Part 1 - Principal Evaluation reporting
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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
BLANKET ISD	025904	Blanket ISD Principal Evaluation	An in-house evaluation based on the competencies of the Texas principal.	http://apps.esc13.net/edapp/public/uploads/79876f76aee9fa7b2ead111f7ed54399_Principal Evaluation Worksheet 2009.PDF
BLOOMBURG ISD	034909	Locally Developed Appraisal system	Evaluated on criteria developed under each of six standards of leadership.	http://apps.esc13.net/edapp/public/uploads/723457522e8f51fdc6bb5c42d481d637_Administrators Evaluation Tool.doc
BLOOMING GROVE ISD	175902	Locally Developed TASB Modeled	Yearly appraisal of administrative proficiencies.	http://apps.esc13.net/edapp/public/uploads/4ccccce187f98cbe714a2a8e849bdc00_PRINCIPAL PERFORMANCE APPRAISAL.doc
BLOOMINGTON ISD	235901	Region 3 Principal Appraisal System	System that provided information on Administrator leadership capacity, instructional leadership, communication	No Public Link Reported
BLUE RIDGE ISD	043917	PDAS	9 categories including AEIS performance objectives.	http://apps.esc13.net/edapp/public/uploads/e4e207a42affe00932fb3e059991a30e_PRIN EVAL TEMPLATE.docx
BLUFF DALE ISD	072904	None	Bluff Dale does not have a principal only a superintendent that is evaluated by the school board using a TASB evaluation template.	No Public Link Reported
BLUM ISD	109913	Blum ISD Administrator Evaluation	Locally generated instrument	No Public Link Reported
BOB HOPE SCHOOL	123807	Unnamed	Like TASB model	http://apps.esc13.net/edapp/public/uploads/26566920e2d7f5deea833f1acd12db91_NSDCProfessionalDevelopmentStandards.pdf
BOERNE ISD	130901	Boerne Administrator Appraisal System	Goal Setting, Formative Conferences, Written Reflection, Evaluation on 8 Domains	http://apps.esc13.net/edapp/public/uploads/88c4aae3a29b428f76989fe0525551e3_Administrator Appraisal.doc
BOLES ISD	116916	Commissioner-Recommended Student Performance Domai	Student performance appraisal system.	http://apps.esc13.net/edapp/public/uploads/4f1091d68b88b08eed08abb1ebd2fba6_Principal Student 2010.pdf
BOLING ISD	241901	Boling ISD Administrator Appraisal Instrument	Evaluates 29 administrative performance criteria organized in 8 domains.	http://apps.esc13.net/edapp/public/uploads/b39b9196d101c8032714a6e676a6602b_Blank Administrator Evaluation.doc
BONHAM ISD	074903	locally developed system	Administrator appraisal documents are locally developed and are based upon the administrator's job description. Appraisal forms are in hard copy format.	http://apps.esc13.net/edapp/public/uploads/61a8a42d53f1959ffcf4c90a8894ad9d_Bonham ISD Blank Principal Appraisal document.doc
BOOKER ISD	148901	Local Appraisal Form	We use a local form and attach campus perfomrance to the form. The superintendent evaluates both principals and other administrators.	http://apps.esc13.net/edapp/public/uploads/06e5e3778ae87b2d0a741ec2e18dcc20_Principal Evaluation Template.docx
BORDEN COUNTY ISD	017901	Locally Developed	9 Domains ranging from School Climate to Student Performance	http://apps.esc13.net/edapp/public/uploads/0607cd10b0da3cf19b98b4bec9b72fa4_SCAN0422_000.txt

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
BORGER ISD	117901	Borger I.S.D. Principal Performance Appraisal	Domains include: Instructional Leadership,Student Management, School Climate, School Improvement, Personnel Management, Fiscal and Facilities Management, Community Relations, Professional Development,and the Commissioner-Recommended Student Performance	http://apps.esc13.net/edapp/public/uploads/5c01a78d0f2f70482ec60fef3027ebf5_hppscan7.pdf
BOSQUEVILLE ISD	161923	locally developed	Based on Job Description and Commissioner Recommended Studnet Performance Domain Worksheet.	http://apps.esc13.net/edapp/public/uploads/f92094765ba7246d7707c2ffd7a7dc29_Appraisal - Secondary Principal.docx
BOVINA ISD	185901	Commissioner-Recommended Student Performance Domai	Worksheet of information completed by the principal	http://apps.esc13.net/edapp/public/uploads/e9351cb4d721580c5b3c0a3ebc1cb5c9_Principal Summary.pdf
BOWIE ISD	169901	Locally Developed- Bowie I.S.D. Appraisal Form	Administrators complete a self evaluation along with compiling a portfolio containing district goals and expectations. The Superintendent and Assistant Superintendent of Curriculum and Instruction compile a final evaluation based on the data submitted.	http://apps.esc13.net/edapp/public/uploads/7743e417c55e158a68bb24a2057e9190_Principal Appraisal.pdf
BOYD ISD	249902	TASB	We use the standard form from TASB	http://apps.esc13.net/edapp/public/uploads/062100828194f46c8b7c02eca34ee2e7_Principal Eval.rtf
BOYS RANCH ISD	180901	Locally Developed/Commissioner Recommended Admin.	The locally developed portion of the evaluation instrument,rates performance areas related to the district goals. There is also assessment of responsibilities in areas of leadership,student services,community relations and professional growth.	http://apps.esc13.net/edapp/public/uploads/ce7e7891449cdae57194b85c23e7b19c_Principals' Eval Instrument.doc
BRACKETT ISD	136901	Administrator Appraisal Document	A formal appraisal document is used which reflects all aspects of the principals job. Furthermore, it includes the commissioners recommended appraisal instrument to reflect student achievement on the AEIS and AYP reports.	http://apps.esc13.net/edapp/public/uploads/eacc2e72881a6e3dbb020be643d4a8d0_Student Performance Domain Principal Summary[1].pdf
BRADY ISD	160901	TASB Appraisal sheets	We use TASB as a template and adjust it to fit the job description of the administrator	http://apps.esc13.net/edapp/public/uploads/9a787b8c189bec4ec26da5c9cd385f63_Evaluation.docx
BRAZOS ISD	008903	Brazos ISD Principal Evaluation/TASB Model	Administrators are evaluated on a variety of job and performance indicators. The primary tools are observations, TASB job description, and Academic Excellence indicator performance.	http://apps.esc13.net/edapp/public/uploads/9c7ab3d9dbbaf185b0d35537f15a5ce4_Principal Evaluation Pg 1.pdf
BRAZOS RIVER CHARTER SCHOOL	213801	PDAS-locally developed	Mirrored from PDAS	http://apps.esc13.net/edapp/public/uploads/e6e776399304fbfe756318225cb810ee_document.docx
BRAZOS SCHOOL FOR INQUIRY CREATIVITY	021803	Informal administrator appraisal system	Walk throughs and meetings	http://apps.esc13.net/edapp/public/uploads/314bccf76b74cb3c6e0d424a72149a8c_No formal appraisal instrument.doc

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
BRAZOSPORT ISD	020905	Administrator Performance Appraisal	Styled after PDAS	http://apps.esc13.net/edapp/public/uploads/90863f1e05560231ec68e7ebb63ef05f_Principal Evaluation Form.doc
BRECKENRIDGE ISD	215901	Commissioner's recommeded appaisal system	(I) School Climate(II) School Improve(III) Instructional Manage(IV) Personnel(V) Management of Administrative, Fiscal, and Facilities Functions(VI) Student Manage(VII) Professional Development (VIII)Community Relations,(IX) Commissioner's Student Perform	http://apps.esc13.net/edapp/public/uploads/ 0cdaa548369ca18b9527543473a3acbd_Commissioner Student Performance Domain.PDF
BREMOND ISD	198901	TASB Admin. Appraisal Form	TASB Admin. Appraisal Form-Evaluation performed by Supt. of Schools	http://apps.esc13.net/edapp/public/uploads/86ca3e552361c65ae5337f366e5ef68f_TASB admin. eval form.pdf
BRENHAM ISD	239901	Locally Developed Appraisal for Administrators	It covers several domains including leadership in the following areas: insructional, personnel, climate, school improvement, fiscal responsibilities, student management, professional growth and community relations.	http://apps.esc13.net/edapp/public/uploads/41a4176c284e46389fe1621fe8a2edff_BHS Principal Evaluation 2005.doc
BRIDGE CITY ISD	181901	District created form	A worksheet completed by supervisor with ratings and areas for comments. Campus and organizational managers who have instructional responsibility are also required to submit a worksheet regarding TAKS data. There is also a self assessment portion.	http://apps.esc13.net/edapp/public/uploads/32de5d2aab08fe6345ab4a8d2e46e6c7_Campus Administrator Self Assessment.doc
BRIDGEPORT ISD	249903	Administrator Evaluation Form	A rubric that follows job description duties	http://apps.esc13.net/edapp/public/uploads/4cb7c1740b8c3fb5b31b0852991a5d16_BISD Principal Evaluations.pdf
BRIGHT IDEAS CHARTER	243801	none	none	No Public Link Reported
BROADDUS ISD	203902	Locally Developed	Locally Developed Instrument.	http://apps.esc13.net/edapp/public/uploads/3e5f108082e90351c6921908c4b89436_Broaddus ISD Principal Appraisal Instrument.docx
BROCK ISD	184909	Brock ISD Principal Evaluation	Locally developed system that includes sections for Instructional Mgmt, School Climate, School Improvement, Personnel Mgmt, Admin and Fiscal/Facilities Mgmt, Student Mgmt, Prof. Growth & Development, School Community Relations & Campus Perf. Obj.	http://apps.esc13.net/edapp/public/uploads/8c829cfa125c21f847a6c55147c89097_Brock ISD Principal Evaluation Form.pdf
BRONTE ISD	041901	Principal's Appraisal/Commissioner-Recommended Stu	Principal's Appraisal has the following domains: School Climate, School Improvement, Instructional Management, Student Management, Professional Attributes. Also used is the commisioner-recommended student performance domain worksheet/summary.	http://apps.esc13.net/edapp/public/uploads/ d6e54a50145a2eb2821cfa9033f8b333_doc20110602084640.pdf
BROOKELAND ISD	121902	Commisioner-Related Student Performance Summary	AEIS Reports, AYP Reports, and additional district data to determine strengths and areas of improvements for administrators.	No Public Link Reported

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
BROOKESMITH ISD	025908	Commissioner-Recommended Student Performance Domai	Uses Campus AYP and AEIS Reposts to complete, allowing comments on each domain. Analysis of Kndicators for goal Setting	http://apps.esc13.net/edapp/public/uploads/21a25d8f7ace548a9975a559b51a4c6b_FMPA Acknowledgements.pdf
BROOKS ACADEMY OF SCIENCE AND ENGINEERING	015830	Self-Report & Administrative Review	Self-Report	No Public Link Reported
BROOKS COUNTY ISD	024901	Self Developed	Self Developed	http://apps.esc13.net/edapp/public/uploads/416be68514900998b93b8b3fcbcd78a3_Binder1.pdf
BROWNFIELD ISD	223901	Brownfield ISD Performance Evaluation Record	Administrators are evaluated on 8 Domains: School Climate,School Improvement, Instructional Management, Personnel Management, Student Management, Professional Growth and Development,and School/Community Relations.	http://apps.esc13.net/edapp/public/uploads/6c6ab7d5b89afaa919851436d25a4b2b_20110725164401001.pdf
BROWNSBORO ISD	107902	Principal Appraisal Instrument	locally designed principal appraisal instrument covers required ten domains and incorporates the state principal appraisal instrument from ESC 3	http://apps.esc13.net/edapp/public/uploads/22d6c2ad6b4d2bd3337c2782f4d3f3e6_Principal Appraisal Instrument pdf.pdf
BROWNSVILLE ISD	031901	Brownsville ISD Campus Administrator Evaluation	The role of the Principal is to direct and manage the instructional program and supervise operations at the campus level.	http://apps.esc13.net/edapp/public/uploads/88b3e47b2354b604428f8610d4b228e6_Elementary Principal 061609.doc
BROWNWOOD ISD	025902	TASB Administrator Appraisal Document	Multiple documents to evaluate student performance, ongoing responsibilities, and goal setting.	http://apps.esc13.net/edapp/public/uploads/2219c72604da18767d6f45310f5fe9ba_Principal Evaluation Document 4.pdf
BRUCEVILLEEDDY ISD	161919	Principal Performance Evaluation	Includes Self Evaluation and Superintendent Evaluation	http://apps.esc13.net/edapp/public/uploads/ef79c10595d8241757cb057c18a17b3d_Principal Performance Evaluation.pdf
BRYAN ISD	021902	BISD Principal Evaluation	Evaluates the following competencies: Instructional Management, School Climate, School Improvement, Personnel Management, Administration & Fiscal/Facilities Mgmt., Student Mbmt., School/Community Relations, Prof. Growth, Student Performance, Other	http://apps.esc13.net/edapp/public/uploads/a6de8cdef62a479b2c96aad81efe9c48_BISD Principal Evaluation.pdf
BRYSON ISD	119901	Bryson ISD Principal Evaluation Instrument Summary	Rating scale 1 to 5, nine performance responsibilities including student performance, and an additional area for appraiser comments	http://apps.esc13.net/edapp/public/uploads/10fd76f0129ed0aa7a6f725cc893cc81_Principal_Evaluation_Document.docx
BUCKHOLTS ISD	166907	Commissioners Recommended Appraisal System	Evaluation of standardized test results,PDAS, and local standards.	No Public Link Reported
BUENA VISTA ISD	186901	Annual Superintendent Appraisal Instrument	The instrument follows the format presented by the Commissioner of Education.	http://apps.esc13.net/edapp/public/uploads/ff092873ba6eaf97d6e634b947f3b04a_Supt appraisal.rtf
BUFFALO ISD	145901	Commissioner's Recommended	Evaluates student achievement on state assessments	http://apps.esc13.net/edapp/public/uploads/6f72adb131d64e5038daf1d674028a63_Principal Evaluation Form.pdf

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
BULLARD ISD	212902	Bullard ISD Administrator Appraisal	Based on the correlates of effective schools	http://apps.esc13.net/edapp/public/uploads/b8bb81f993ba05dc508767557de82310_Appraisal Forms for Superintendent - Blank.pdf
BUNA ISD	121903	Buna ISD Summative Principal Evaluation	The Administrator apprasal system is ccomposed of the Board Goals and the State Board Certification Standards for Principal's	http://apps.esc13.net/edapp/public/uploads/91e0e2632d7a7831b936d111c83fb049_Principal Summative Appraisal Document June 2011.doc
BURKBURNETT ISD	243901	Commissioners Recommended Administrator Appraisal	Tied to job descriptions and quantitative and qualitative measures linked to TEA's nine domains..performance differentiated into 3 effectiveness groups	http://apps.esc13.net/edapp/public/uploads/95edfefe2324e3eea0c2c845ec1cad30_Principals Evaluation.pdf #2.pdf
BURKEVILLE ISD	176901	PDAS	commercial evaluation tool used for teachers and administrators	http://apps.esc13.net/edapp/public/uploads/ecca2e3bf3bc996e2ed40dcfc0b9b1cf_Principal's evaluation form.docx
BURLESON ISD	126902	Commissioner Recommened Student Performance	This is the TASB model that analyzes student performance strengths and areas to adrees.	http://apps.esc13.net/edapp/public/uploads/57936c7bfd6e94d7f6232d05b65fc40f_Adm Appraisal Analysis.pdf
BURNET CISD	027903	The district has a locally defined model.	The system is built on categories of performance expectations with each domain rated as "Exceeds, Meets, or Does not Meet District Expectations." The emphasis on student performance and achievement outcomes are are the centerpiece of each instrument.	http://apps.esc13.net/edapp/public/uploads/9084835b276f2a8729eebc8ffc6e12ef_Appraisal Instruments for Campus Administrators Spring 2011.pdf
BURNHAM WOOD CHARTER SCHOOL DISTRICT	071801	In house template of Performance Indicators	Listing of duties and performance indicators	http://apps.esc13.net/edapp/public/uploads/e5aeccf587e0654efada513a6169d361_DV Prin KRA.docx
BURTON ISD	239903	Burton ISD	Based on campus improvement plan. Principals are evaluated on performance of goals addressed in the plan. If they are rated below expectations, they are put on growth plan. Achieving proficient qualifies them for compensation. could result in removal.	http://apps.esc13.net/edapp/public/uploads/e397c6b4f6c1c9f6a71c54d6253a49e3_Principal evaluation.doc
BUSHLAND ISD	188904	Local/TASB	The administrators are rated in 10 domains on a scale of 1-to-5 (i.e., 1=Unsatisfactory, 2=Below Expectations, 3=Meets Expectations, 4=Exceeds Expectations, 5=Clearly Outstanding. 15 points are also derived from annual goals.	http://apps.esc13.net/edapp/public/uploads/2f298725349a96eab3dcbf5fe0c3c923_BISD adminappraisal.pdf
BYERS ISD	039901	Principal Evaluation Appraisal Summary	This appraisal instrument evaluates campus administrators in the 9 principal compentencies.	http://apps.esc13.net/edapp/public/uploads/d10a666013468665dde04c47c80f2a79_Principal Appraisal Form.docx
BYNUM ISD	109902	Bynum ISD Principal Appraisal Instrument	Prin is appraised on the following areas: Instructinal Mgmt, School Morale, School Imp, Personnel Mgmt, Student Mgmt, School & Community Relations, Prof Growth & Del Mgmt of Admin Functions, Student Performance from Reg III ESC	http://apps.esc13.net/edapp/public/uploads/ 76ab8ba40f292223cc0aa04d0cceeb76_PRINC2010[1].pdf

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
CADDO MILLS ISD	116901	Commissioner Recomended Domain Appraisal	Administrator appraisal with student outcomes.	http://apps.esc13.net/edapp/public/uploads/e87ea44b10528506d71fd2ad4cf43878_Principal Student 2010.pdf
CALALLEN ISD	178903	Commissioner's Recommended Student Perf. Domain	Summary Worksheet and TASB Job Description/Evaluation	http://apps.esc13.net/edapp/public/uploads/992a160cd2676966f926318361b96d00_Principal's Student Performance Domain 2010.pdf
CALDWELL ISD	026901	Comissioner's Worksheet Appraisal	Comissioner's Worksheet for Academic - quantitative and qualitative Job description/performance analysis - quantitative and qualitative Professional Development process	http://apps.esc13.net/edapp/public/uploads/a5eddcb4f38703e51f914d251ddaceca_Principal worksheet.pdf
CALHOUN COUNTY ISD	029901	Locally Developed Evaluation	Each principal is evaluated by the superintendent based on job performance and student results.	http://apps.esc13.net/edapp/public/uploads/f127f58adc52920aa7b85e1c1dee42a3_PrincipalEvaluationLocalForm.pdf
CALLISBURG ISD	049905	District Designed	Ten major areas, including the Commissioner-Recommended Student Performance Domain, are included in the tool.	http://apps.esc13.net/edapp/public/uploads/cd7e90ed25ec0c3ff31909335fc1952d_20110712092958523.pdf
CALVERT ISD	198902	James Lynn Ponder	I used the Professional Development and Appraisal System to evaluate the teachers at Calvert ISD. I used File Maker Pro to type the data into.	No Public Link Reported
CALVIN NELMS CHARTER SCHOOLS	101837	None	Board evaluates Superintendent annually based on professionalism, ethics, community support, student outcomes, financial stability of the school	http://apps.esc13.net/edapp/public/uploads/47f0544ea0a6e564c08950dd1c9b7f08_Supt Eval.doc
CAMERON ISD	166901	TASB Model	The model appraises administrators in domains such as instructional leadership, personnel management, facilities management, etc.	http://apps.esc13.net/edapp/public/uploads/fac000774fae7b690349aedd57a6e603_PRINCIPAL'S EVALUATION-YHS.docx
CAMPBELL ISD	116910	Local Principal Appraisal	Campus student performance domain.	http://apps.esc13.net/edapp/public/uploads/15115da12e65bfe0b33d7965c3eda256_Campbell.pdf
CANADIAN ISD	106901	Canadian ISD Administrative Evaluation	Multiple areas assessed including Instructional Management, School/Organizational Climate, School/Organizational Improvement, Personnel Management, Administration and Fiscal/Facilities Management, Student Management, Professional Growth and Development,	http://apps.esc13.net/edapp/public/uploads/31336fa2e7eafecf0b0a16ef68fb0966_SUPT Eval Principal 2011.doc
CANTON ISD	234902	Canton ISD Principal Evaluation	Comprehensive evaluation tool used to assess school climate as well as instructional, personnel and student management	http://apps.esc13.net/edapp/public/uploads/363e7d51834ae6f03f5029de2153ee0f_Principals Evaluation Form.doc
CANUTILLO ISD	071907	Commissioner-Recommended Student Performance Domai	Appraisals are based on student performance and subpopulation groups attendance and dropout rates.	No Public Link Reported

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
CANYON ISD	191901	Canyon ISD Administrator Appraisal System	Components of the Appraisal System Process: Goal Setting, Diagnostic Process, Working on the Work, Appraisal Mid-Year Conference, Appraisal Summative Conference.	http://apps.esc13.net/edapp/public/uploads/2904cfc2b14ad228eb9e39131345148a_Appraisal System.pdf
CARLISLE ISD	201913	Principal Appraisal	Principals respond to questionaires which assess their abilities in leadership, staff and student management, their vision for school improvement in combination with the Principal Appraisal software from Region 3 ESC.	http://apps.esc13.net/edapp/public/uploads/1d47e62aab90bf7122c56b969ebaf338_Principal Appraisal System.docx
CARRIZO SPRINGS CISD	064903	CSCISD Administrator Performance Appraisal	Based on cumulative performance information, the evaluator estimates the administrator's effectiveness in meeting each criterion. Each criterion is used on a 1-4 rating scale.	http://apps.esc13.net/edapp/public/uploads/ f0331771076f93027cda74cafdbe235c_Administrator Appraisal Form Ex_Director ofCurriculum.docx
CARROLL ISD	220919	Principal Evaluation Instrument	The Principal Summative Appraisal Instrument will be used to evaluate the performance of principals for contract status and to be used as an avenue to promote continued professional improvement and the building of personal leadership capacity.	http://apps.esc13.net/edapp/public/uploads/bf99bb78dc07b1ec7c0c0bb80ac62383_Principal Evaluation Instrument 10-11 Final Doc.doc
CARROLLTONFARMERS BRANCH ISD	057903	Administrator's Evaluation Report	The CFB administrator appraisal system is founded on eight criteria directly related to performance effectiveness in relation to the job description of the employee.	http://apps.esc13.net/edapp/public/uploads/aab050b856af92a3f456f68c218b7f02_Evaluation Principal and Assistant Principal.doc
CARTHAGE ISD	183902	Evaluation of Principal	The campus principal's evaluation is locally designed with domains as presented on submitted form. Accountability is addressed.	http://apps.esc13.net/edapp/public/uploads/ a14c6d69618823b2c9ae6399f5ea558b_Principal_Evaluation Form.doc
CASTLEBERRY ISD	220917	Administrator Appraisal Instrument	Based on Commissioner's recommended system in TAC 150.1021	http://apps.esc13.net/edapp/public/uploads/ 6bff8c1f7807b204e8cfd77d80b7c09f_Principal,Asst.Principal, DAEP Director Evaluation.docx
CAYUGA ISD	001902	Cayuga ISD Principal Evaluation Instrument	An instrument that includes eight domains related to the job description of principals. We also continue to use the Commissioner's recommended measures of student performance.	http://apps.esc13.net/edapp/public/uploads/3d75e27f334171cc742f32772ba1d875_Principal Evaluation Instrument.doc
CEDAR HILL ISD	057904	Cedar Hill ISD Administrator Performance Evaluatio	It measures the following:1)State Accountability Rating; 2)School Performance based on ITBS; 3)Student Performance based on TAKS; 4)TAKS Commended Performance; 5)Formative Assessment Performance; 6)Nine professional competencies.	http://apps.esc13.net/edapp/public/uploads/636a413f18459bf9167894c30acd5c0f_High School Prinicpal Evaulation.doc
CEDARS INTERNATIONAL ACADEMY	227817	District Created	As a superintendent and principal, the appraisal system evaluates both jobs.	http://apps.esc13.net/edapp/public/uploads/45173b534357770798b9cbfdc3a1ef2e_Dr. Diaz Evaluation 2010-2011.pdf

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
CELESTE ISD	116902	TEA Commissioner Recommended	This is the TEA recommemded administrator evaluation form.	http://apps.esc13.net/edapp/public/uploads/009e83620ed96bb61ecd6c9f89bdc3ec_Administrator Appraisal.doc
CELINA ISD	043903	Locally Developed Appraisal System	System is based on the three domains and seven competencies associated with the related positions.	http://apps.esc13.net/edapp/public/uploads/4d52ee4d7fcf4b6a530949a1e4faba55_Admin Eval..pdf
CENTER ISD	210901	Center ISD Principal Evaluation form	The evaluation form is Board approved and is based on criteria from job descriptions. Each criteria is ranked on a scale of 0 - 5 (0 = unobserved and 5 = clearly outstanding).	http://apps.esc13.net/edapp/public/uploads/d2d73cb82617ffd462d8b360fb55c7bd_Administrator Evaluation.pdf
CENTER POINT ISD	133901	Locally Adopted Appraisal	An annual performance evaluation by the superintendent or designee of each administrative position. The instrument uses a scale from clearly outstanding to unsatisfactory.	http://apps.esc13.net/edapp/public/uploads/3d6e2b77a48b9bd980191f8ba70740f3_adminEval_cpisd.pdf
CENTERVILLE ISD	228904	Commisioner Approved Principal Appraisal	This is an appraisal that rates the Principal's performance on a scale of 1 through 5 with one being unacceptable and five being exceeds expectations.	No Public Link Reported
CENTERVILLE ISD	145902	Region 13 Instrument	Region 13 Instrument	http://apps.esc13.net/edapp/public/uploads/aeb07dda97c714341acf12f02ca7ff9d_Principal Worksheet (2).pdf
CENTRAL HEIGHTS ISD	174908	TASB Administrative Appraisal Model	Instructional Management, School Organizational Improvement, Personnel Management, Administration and Fiscal, Administrative, and Facilities Functions, Student Management, Professional Growth and Development, School or Community Relations	http://apps.esc13.net/edapp/public/uploads/b72b42732b9dafdd0b491a557701996b_CHISD Policy on Administrator Appraisals.pdf
CENTRAL ISD	003907	TASB	Texas Association of School Boards performance indicators	No Public Link Reported
CHANNELVIEW ISD	101905	Channelview ISD Administrative Appraisal	This appraisal is based upon the job description and other accountability data which defines in a job specific manner the nature of each evaluative criteria. The rating scale used is: 1. Unsatisfactory 2. Below Expectations 3. Proficient	http://apps.esc13.net/edapp/public/uploads/c96a23e69ead43f71032e9033ca40bc3_ADMINISTRATIVE APPRAISAL.doc
CHANNING ISD	103901	Locally developed and student performance domain	Use the Commissioner-Recommended Student Performance Domain and a locally developed and approved instrument	http://apps.esc13.net/edapp/public/uploads/795806db58ad41dd5da6ecb9d945ffea_CISD Admin Evaluation Instruments.pdf
CHAPEL HILL ACADEMY	220815	Performance Evaluation	Performance evaluation form which covers one year lengthn of time	http://apps.esc13.net/edapp/public/uploads/7c26c96316a55f255155d392453f3e3e_evaluation form.pdf
CHAPEL HILL ISD	225906	Administrator Evaluation Packet	Packet consists of forms created by the superintendent.	http://apps.esc13.net/edapp/public/uploads/7686f45b12450bf80a33d80fdb6b96b4_admin eval.pdf

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
CHAPEL HILL ISD	212909	Chapel Hill ISD Evaluation of Directors/Administra	Rating are from 1 (unsatisfactory) to 5 (clearly Outstanding), it addresses instr. Management,School Climate,School Improvement,Facilities, Prof. Dev.,& Com. Relations.	http://apps.esc13.net/edapp/public/uploads/07e86bf1c98d099340f810bf06226092_Blank Principal Evaluation Form.doc
CHARLOTTE ISD	007901	Charlotte ISD Appraisal Form	Indicators: Instructional Management; Organizational Morale; Organizational Improvement; Personnel Management; Management of Administrative, Fiscal and Facilities Functions; Student Management;	http://apps.esc13.net/edapp/public/uploads/5a16c7f7209c59d1096ff70d266cffdd_Principal Evaluation.doc
CHEROKEE ISD	206903	Local Appraisal System	Developed locally	http://apps.esc13.net/edapp/public/uploads/764c7c965df793e9d249c1d7943f9bf1_Principal Evaluation.txt
CHESTER ISD	229906	PDAS	PDAS	No Public Link Reported
CHICO ISD	249904	Commissioner-Recommended Student Performance	AEIS data is used to complete the Principal worksheet. Results are confirmed by supt. and goals are set based on student performance.	http://apps.esc13.net/edapp/public/uploads/559238cb3b2213ee57528bfb31b21ea8_Chico Admin_Appraisal docs.pdf
CHILDREN FIRST ACADEMY OF DALLAS	057811	LOCAL DISTRICT APPRAISAL SYSTEM	SYSTEM RELATED TO STUDENT TEST RESULTS ON TAKS	http://apps.esc13.net/edapp/public/uploads/4bb8467da92f0020c549990e80ff6ae5_SCHOOL REPORT CARD 057811.txt
CHILDREN FIRST ACADEMY OF HOUSTON	101823	Local District Administrator Appraisal System	Texas Education Report Card	http://apps.esc13.net/edapp/public/uploads/8d966d6c0c20f21282ae44e3b83eecce_School Report Card 101823101.pdf
CHILDRESS ISD	038901	Locally adopted administrator appraisal system	The locally adopted administrator appraisal system includes the commissioner recommended student performance domain and the locally adopted principal evaluation form.	http://apps.esc13.net/edapp/public/uploads/30db32158caf858257eea21b5ba1d65b_Principal eval.pdf
CHILLICOTHE ISD	099902	Principal Responibility and Performance Indicators	The system combines 9 performance domains related to the job description, Competencies and student performance data.	http://apps.esc13.net/edapp/public/uploads/a06378561c663b78902af6282335493d_Principal Responsibilities and Performance Indicators.doc
CHILTON ISD	073901	Principal Evaluation Instrument	The instrument has a rating scale of 1-5 with the following domains: Instructional management, school climate,school improvement, personnel management, facilities management, student management, community relations, professional development,and AEIS.	http://apps.esc13.net/edapp/public/uploads/287edd0dc50582cefa6dfb06320fc2f1_Principal Evaluation Instrument.pdf
CHINA SPRING ISD	161920	China Spring ISD Administrator Evaluation	The tool evaluates the administrators decision making skills, authority, instructional leadership, communication, ability to implement and follow policy,ability to evaluate staff, improving student performance,and organizational and planning abilities.	http://apps.esc13.net/edapp/public/uploads/ c10330effcd5c05cb193885331ab43a7_Administrator Evaluation Form.pdf

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CHIRENO ISD	174901	Locally Developed	Uses student perfromance, campus climate, campus safety, organization, etc...	http://apps.esc13.net/edapp/public/uploads/be169cf7441513faac1cf50c7a3b7987_Survey.docx
CHISUM ISD	139905	Local	Established goals for the year based on needs assessment data. At the end of the year, the administrator will complete a reflection of these goals and submit them to the superintendent. This reflection is then used by the superintendent.	http://apps.esc13.net/edapp/public/uploads/5bee7b57edd07ae18f7b57a861e00a1a_Administration Evaluation Template.doc
CHRISTOVAL ISD	226901	Locally Developed	Locally developed plus the Accountability worksheet developed by the State.	http://apps.esc13.net/edapp/public/uploads/126d3345d87f18917ca1b977aeb14953_PRINCIPAL ANNUAL EVALUATION DOCUMENT.doc
CISCO ISD	067902	TASB model format	The administrator appraisal is a combination of the TASB model template and the Domain 10 Student Performance.	http://apps.esc13.net/edapp/public/uploads/0f35b269908374940ac097e0c0d8f271_Administrator Performance Appraisal.pdf
CITY CENTER HEALTH CAREERS	015832	Professional Development and Appraisal System	Texas PDAS as created by Texas Education Agency	No Public Link Reported
CITY VIEW ISD	243906	TASB	Part one is a self evaluation. Part two is an evaluation filled out by me. Both parts are presented to the board each Spring.	http://apps.esc13.net/edapp/public/uploads/934575476d49532ef8aa5f331d1c9395_principal appraisal.pdf
CLARENDON ISD	065901	Old TASA App Tool + TEA Comm. Rec. Std. Perf. D	Reviews performance in nine specific domains. It also incluedes the TEA Commissioner Recommended Student Performance Doamain Evaluation.	http://apps.esc13.net/edapp/public/uploads/da0829144d6f217d4c6202965c22efd1_CommRecStdPerfDomain - 2010 - Principal.pdf
CLARKSVILLE ISD	194904	TASBE job descriptions	Clarksville ISD uses the job descriptions for each administrator to rate each area between 1 and 5. Both the superintendent and administrator have input into the document.	http://apps.esc13.net/edapp/public/uploads/51d26e8545cc28123e592e20fd620b43_CLARKSVILLE INDEPENDENT SCHOOL DISTRICT.doc
CLAUDE ISD	006902	Admin Appraisal	We have a self reflection as well as a individual evaluation for each administrator. This is presented to the Board by the Superintendent after the evaluation is complete	http://apps.esc13.net/edapp/public/uploads/caa608953351938573f96b781eaf08ed_Principal proficiency eval ldoc 06 07.doc
CLEAR CREEK ISD	084910	Administrative appraisal	Appraisal forms match administrator job description	http://apps.esc13.net/edapp/public/uploads/bac8e344e39631092684d81fa6b83880_Appraisal Scoring Sheet 08-15-05.doc
CLEBURNE ISD	126903	Locally Developed Job Description	The administrator job description format is used as the appraisal instrument. Each line is scored on a 1-3 scale, with 3 being the highest.	http://apps.esc13.net/edapp/public/uploads/3948859127f8044285fe2086416294e2_Dir. of State and Federal Programs.doc
CLEVELAND ISD	146901	Comm-Rec Student Performance/CISD Admin App Instru	Esc 13 and locally developed checklist derived on student achievement and administrator goals.	http://apps.esc13.net/edapp/public/uploads/a037b9a7fe8d631588b54cc52acded93_CISD Evaluation Info.pdf
CLIFTON ISD	018901	Clifton ISD Principal Evaluation Instrument	Local instrument with Commissioner-Recommended Student Performance Domain Worksheet, Nov. 2010 version	http://apps.esc13.net/edapp/public/uploads/2facf3d70bbb3250d8c9f1de3b468ef0_Principal's Evaluation Form.doc

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
CLINT ISD	071901	Principal Evaluation/Assistant Principal Evaluatio	Each Administrator has an evaluation for their assigned position. Ex.Principal Evaluation, Asst. Principal Evaluation	http://apps.esc13.net/edapp/public/uploads/392427282c262ab8e5f088f4372a2834_Principal Evaluation.pdf
CLYDE CISD	030902	Principal/Assistant Principal Evaluation	Administrator evaluation system provided by Region 3 Education Service Center.	http://apps.esc13.net/edapp/public/uploads/34e5ac2e303a6de26c771420ab6676c5_Admin Evaluation.PDF
COAHOMA ISD	114902	Locally Developed	We use both the Commissioner-Recommended Student Performance Domain Worksheet and our Locally Developed Appraisal.	http://apps.esc13.net/edapp/public/uploads/4a170dd835f785b4dc9d4d77f23fd1eb_1011 Principal Eval.doc
COLDSPRINGOAKHURST CISD	204901	Principal Evaluation	We use the state adopted appraisal form for building principals. We have an inhouse form for assistant principals	http://apps.esc13.net/edapp/public/uploads/ ba876250d106ac28dcf917795391b9ab_PrincEval.pdf
COLEMAN ISD	042901	Texas Association of School Boards Commissioner St	Based on Student Performance	No Public Link Reported
COLLEGE STATION ISD	021901	CSISD Administrator Appraisal	Provides two formative reviews and one final evaluation each school year.	http://apps.esc13.net/edapp/public/uploads/11e44bf37ad9465c64e8106f69860470_Principal evaluation.pdf
COLLINSVILLE ISD	091902	Locally Developed	Focus on Student Achievement and Instructional Leadership (10 domains)	http://apps.esc13.net/edapp/public/uploads/93d213583c536a699fd93df50791cd4f_Collinsville Principal Evaluation Instrument 2010-11.pdf
COLMESNEIL ISD	229901	commission recommended student performance domain	AIES AYP and principal portfolio	No Public Link Reported
COLORADO ISD	168901	Commissioner-Recommended Student Performance Domai	Use the state recommended tool and found on ESC 13 Website.	http://apps.esc13.net/edapp/public/uploads/50b357cfe47cdefb0af382d2629b656e_Principal Appraisal Tool.pdf
COLUMBIABRAZORIA ISD	020907	CBISD Evaluation System	Each administrator is appraised on the indicators from the appropriate job description using a five point Likert Scale. Principals also complete documentation required by the Commissioner.	http://apps.esc13.net/edapp/public/uploads/cfa41392dc96d84077800fae9f18733e_Assistant Superintendent Evaluation.docx
COLUMBUS ISD	045902	PDAS	8 domains scored with a proficiency rating of 1-3 for each category	http://apps.esc13.net/edapp/public/uploads/3b85ee3bf26dd5e9c1ac23bd5e8fdfc7_Principal eval.docx
COMAL ISD	046902	Campus Administrator Performance Appraisal	District developed Campus Administrator evaluations. They are completed in eduphoria like the rest of our staff performance evaluations.	http://apps.esc13.net/edapp/public/uploads/ca90b689729cdffd97662f292a11a791_Campus Administrator.pdf
COMANCHE ISD	047901	TEA Com. Appr. Student Performance Domain & Local.	We use Commisioners Approved Student Performance Domain and additional questions and reveiw for campus planning, leadership, and program improvement from local document for the prinicpal appraisal process.	http://apps.esc13.net/edapp/public/uploads/f5eb372084318b069c5c7654efaeba25_Principal Evaluation.doc
COMFORT ISD	130902	Commissioner-Recommended Student Performance Domai	Check list of perfomance data	http://apps.esc13.net/edapp/public/uploads/e5fb1c054238d3507bd272e2f4f49b83_Appraisal worksheet Principal Evaluation 2010.pdf

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COMMERCE ISD	116903	Commissioner Recommendeed Student Performance Doma	Region 13 developed administrator appraisal. Considers accountability rating, AYP,student performance in TAKS, attendance and completion rate	http://apps.esc13.net/edapp/public/uploads/486935e675bfe0b5592e4d32c0dd3821_admin_appraisal_Region 13.pdf
COMMUNITY ISD	043918	Locally Developed Administrator Appraisal System	Each administrator conducts a self appraisal including various administrative competencies and then their supervisor scores each administrator on the appraisal. The results are discussed with each administrator and goals are set.	http://apps.esc13.net/edapp/public/uploads/9c772845ee4d782d5f3e75ba5dfbdc28_Administrator Appraisal CISD.docx
COMOPICKTON CISD	112908	Principal Performance Appraisal Como-Pickton CISD	Evaluates 8 domains including instructional management, student performance, school climate and personnel management.	http://apps.esc13.net/edapp/public/uploads/6dd5f95aab34732deb5a75e5ce5e90b1_PrinciaplPerformanceAppraisalArmstrong.doc
COMPASS ACADEMY CHARTER SCHOOL	068802	No students at this school	No students at this school	http://apps.esc13.net/edapp/public/uploads/4b6df4a0288510fc0d1650799bd46d51_TEA letter to admin.doc
COMQUEST ACADEMY	101842	ComQuest Academy Formal Observation/Evaluation For	Scale evaluation system covering 9 categories of management of school business	http://apps.esc13.net/edapp/public/uploads/057f942a386f7afe58aab4ef8aa818f4_Formal_Observation_Evaluation_Form[1].docx
COMSTOCK ISD	233903	Comstock ISD Principal Appraisal System	It is a locally developed system that was developed with the help of the ESC XV Administrative Services Dept.	http://apps.esc13.net/edapp/public/uploads/5a1ed68d974d2302fc1aa9290a3f5d3c_Comstock Principal Evaualtion.PDF
CONNALLY ISD	161921	Connally ISD Administrator Appraisal System	There are five campus level administrators that are evaluated using two documents 1)Job description based evaluation 2)Commissioner-Recommended Student Performance Worksheet. Other district administrators are evaluated using job description evaluations.	http://apps.esc13.net/edapp/public/uploads/5b8c2f9fdb61cedfb914cc190fb609d9_Principal.doc
CONROE ISD	170902	Administrator Appraisals	Administrators are appraised according to several documents developed by the District, which address the core domains that pertain to their particular administrative position.	http://apps.esc13.net/edapp/public/uploads/8aa8bacd533f6f41d764796b137d7488_Administrator Appraisals.zip
COOLIDGE ISD	147901	Commissioner-Recommended Student Perf. Domain	Commissioner-Recommended Student Performamce Domain in addition to an instrument based on the TASB Personnel Services job descrition	http://apps.esc13.net/edapp/public/uploads/85e81d595b1a01f88e27f5710ddc17de_Coolidge ISD.pdf
COOPER ISD	060902	Commissioner-recommended appraisal instrument	Includes instructional management, school morale, school improvement, personnel management, management of administrative/fiscal/facilitative functions, student management, school & community relations, professional growth and development, and AEIS & AYP.	http://apps.esc13.net/edapp/public/uploads/3d23ad7b80b8bde5b1823164412b95a2_principal evaluation instrument 2010 2011.pdf

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
COPPELL ISD	057922	Coppell ISD Appraisal-CISD Administrators	The instrument consists of: self-appraisal, professional leadership training, and goal-setting. A summative conference is held w/supervisor.	http://apps.esc13.net/edapp/public/uploads/42c755aedbb2f565a8c546c961931b42_2010-2011 CISD ADMIN. (ALL) APPRAISAL DOCUMENT AND - GOAL SETTING_2011-2012.pdf
COPPERAS COVE ISD	050910	Assistant Principal Appraisal Form	Administrators are appraised on Instructional Management, School or Organizational Climate, School or Organizational Improvement, Personnel Management, Fiscal/Facilities Management, Student Management, Professional Development, and Community Relation	http://apps.esc13.net/edapp/public/uploads/a18e76e4d1b9804b61865e59c10bfde4_Asst Principal Appraisal Form (1).doc
CORPUS CHRISTI ISD	178904	Principal and Assistant Principal Instrument	This appraisal instrument is based on indicators of effective leadership traits of campus administrators. It focuses on seven domains, including student achievement.	http://apps.esc13.net/edapp/public/uploads/881a400143d401cb10a6015033782e2e_Prin. App. Framework _Template_ Aug. 2006.pdf
CORPUS CHRISTI MONTESSORI SCHOOL	178807	Board adopted version of TASB	TASB with some local additions	http://apps.esc13.net/edapp/public/uploads/6cbc48c24edd3f7cc3a32ff5b9ebde44_Director Evaluation.doc
CORRIGANCAMDEN ISD	187904	Region XIII - Administrator Appraisal	We use the forms from Region XIII: administrator self-assessment, appraiser assessment, and intervention plan, if needed.	http://apps.esc13.net/edapp/public/uploads/997e6dfb7ef7d71bf24065649793b25f_Principal appraisal #2.pdf
CORSICANA ISD	175903	Commissioner's Appraisal System	We use the system suggested through the Commissioner of Education and TEA.	http://apps.esc13.net/edapp/public/uploads/4e8834f7f278d33c93ea1dd4732b047c_Administrator Evaluation instrument--5-30-2011.pdf
CORSICANA RESIDENTIAL TREATMENT CENTER	175909	Texas Youth Commission Administrative Appraisal	Based on state competencies	http://apps.esc13.net/edapp/public/uploads/b70e81a9278d484e7d5c0d308e84347c_HR_903.doc
COTTON CENTER ISD	095902	TASB Recommended	Form is Recommended by TASB/TASA and Locally approved	http://apps.esc13.net/edapp/public/uploads/723bea7e7e1c735866a143381eaf24e5_Supt eval instrument.pdf
COTULLA ISD	142901	Locally developed	based on the specific job description duites and responsibilities.	http://apps.esc13.net/edapp/public/uploads/c9b961653a9c86a56f23141ea0433126_Appraisal for Principal.pdf
COUPLAND ISD	246914	Coupland Local Administrator Appraisal System	Appraisal based on District Goals	http://apps.esc13.net/edapp/public/uploads/29f75b4da0e2906e82956eda83e33ba0_2010 - Blank Superintendent Evaluation Form.doc
COVINGTON ISD	109903	TASB Administrator's Model	Evaluated domains:Responsibilities & Skills, School Distric Improvement,Instructional, Personnel, Admin. & Fiscal/Facilities, & Student Management, Prof. Growth & Dev., School/Community Relations, Campus Performance, Student Domain Performance	http://apps.esc13.net/edapp/public/uploads/2e584e3317ce6b88b721c256895a2d96_Administrator's Evaluation.pdf

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CRANDALL ISD	129901	Performance Appraisal	Our Performance Appraisal form addresses the areas of Instructional Management, School/Organizational Morale, School/Organizational Improvment, Personnel Management, Budget/Facilities/Admin Management, Student Management, School/Community Relations, etc	http://apps.esc13.net/edapp/public/uploads/8837bcd36f25e8dfc3afa03c0a094ab3_PerformAppraisalPrincipals.doc
CRANE ISD	052901	Commissioners Recommended- local additions	Recommended and Local	http://apps.esc13.net/edapp/public/uploads/17e123bbcd428c04803a6ac68c73039e_Principal App Part 1.pdf
CRANFILLS GAP ISD	018908	Region 13/ Region 3 system	Rating system containing all areas of administrative duties such as financial, educational leadership, student achievement, student discipline, etc. It is a program and cannot be attached as requested, so I added the URL to the Region 13 website.	No Public Link Reported
CRAWFORD ISD	161901	Crawford ISD Principal Appraisal Form	Principals and assistant principals are rated "Exceeds Expectations, Meets Expectations, and Below Expectations" on 28 job requirements from the TASB job description.	http://apps.esc13.net/edapp/public/uploads/1b9b73bfb4c5663c3612aca42bd08f1e_Principal Evaluation.doc
CROCKETT COUNTY CONSOLIDATED CSD	053001	Local District Administartor Appraisl Instrument	We use a locally developed instrument that has been in use here for many years. This instrument includes performance criteria across several areas of functioning, and includes the Commissioner Recommended Student Performance Domain.	http://apps.esc13.net/edapp/public/uploads/619af671dc599d86c56b69377c4fff96_CCCCSDPrincAppraisal 2010-2011.pdf
CROCKETT ISD	113901	Administrator Appraisal	Rating system corresponding to job description	http://apps.esc13.net/edapp/public/uploads/db64ded97892e9c1526c79a5c0efec08_Principal Evaluation.doc
CROCKETT STATE SCHOOL	113904	Texas Youth Commission Administrative Appraisal	based on state competencies	http://apps.esc13.net/edapp/public/uploads/15c5b8f695570f57c73fd37700db1f20_HR_903.doc
CROSBY ISD	101906	Administrator Evaluation Instrument	Locally - developed, comprehensive assessment instrument for all adminisrators	http://apps.esc13.net/edapp/public/uploads/8a7ad4a7cfe73f75fe0e90c94da4c685_Assistant %20Principal%20Evaluation[1].doc
CROSBYTON CISD	054901	Crosbyton CISD Campus Principal Appraisal	Includes: Student Management; Professional Growth and Development; School/Community Relations; and Budget	http://apps.esc13.net/edapp/public/uploads/f9cdfdbefe6c1226bbe7e17e8fad3e6f_Principal Evaluation form.doc
CROSS PLAINS ISD	030901	Locally developed appraisal system	Locally developed	http://apps.esc13.net/edapp/public/uploads/742e7e8a32841114df8a8ff8f43d2076_Principal appraisal.pdf
CROSS ROADS ISD	107904	Locally Developed and Commissioner Recommended	Eight indicator locally developed system.	http://apps.esc13.net/edapp/public/uploads/b21f2c2784168936dea9c4f00afdbec0_Principal's Evaluation (Supt.).doc

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CROSSTIMBERS ACADEMY	184801	locally developed/locally adopted	Our locally developed and adopted appraisal insturment was developed to address the evaluation of our unique teaching/learning environment following the guidelines set forthe in our Charter contract.	No Public Link Reported
CROWELL ISD	078901	Crowell Leadership Evaluation System	Each member of the Crowell ISD Leadership Staff receives an annual performance evaluation in February. The evaluation is a formal narrative letter which is delivered during a personal conference with the Superintendent.	http://apps.esc13.net/edapp/public/uploads/d820a39733b485660473800db5858034_Evaluation.PDF
CROWLEY ISD	220912	CISD Administrative Evaluation 2010-11	The CISD Administrative Evaluation aligns with the CISD Strategic Goals as well as the Continuous Improvement Model CISD has implemented.	http://apps.esc13.net/edapp/public/uploads/ba90554ba7cba11059b2779c9e93a532_CISD Administrative Evaluation 2010-11 Final.doc
CRYSTAL CITY ISD	254901	PDAS	Professional Development Appraisal System	No Public Link Reported
CUERO ISD	062901	TASB job description appraisal and Commissioner re	Principal evaluated on duties and academics.	http://apps.esc13.net/edapp/public/uploads/0ca9f96dcfc51abcf31a46b07904c62e_Principal evaluation form.doc
CULBERSON COUNTYALLAMOORE ISD	055901	None	No appraisal system in place	http://apps.esc13.net/edapp/public/uploads/55d81aba54d043bc32ca5431050b18c7_document.docx
CUMBERLAND ACADEMY	212801	Locally developed system	There are only 2 administrators in our charter school. They are appraised by the board.	No Public Link Reported
CUMBY ISD	112905	Cumby ISD Principal Summarative Evaluation Instrum	Model after Texas Association of School Boards system.	http://apps.esc13.net/edapp/public/uploads/cd089b79ceb165a31522e47e3c0bd9ce_document2.docx
CUSHING ISD	174902	CUSHING ISD Administrative Appraisal Instrament	We had our School attorney develop an Appraisal system that fit with our needs for the District... see attached.	http://apps.esc13.net/edapp/public/uploads/4896190aae6380cf9b9af86c3e254783_Administrator Appraisal Instrument - Summative-3.doc
CYPRESSFAIRBANKS ISD	101907	CFISD Professional Evaluation	Divided into three domains: Job Performance, Professional Characterisitcs and Personal Characteristics	http://apps.esc13.net/edapp/public/uploads/5bed31c9b72dd876da2ff59b961a5569_Sample CFISD Administrator Evaluation Instrument.pdf
DAINGERFIELDLONE STAR ISD	172902	Performance Apprasial-Summative Evaluation	It has been locally developed	http://apps.esc13.net/edapp/public/uploads/1dec2b89cba8a127b7f4b7e27a976bba_High School Prinicpal.docx
DALHART ISD	056901	Dalhart ISD Appraisal Instrament	The appraisal is tied to locally developed goals designed by and with each individual administrator. The attqached document is an example of the format that is used.	http://apps.esc13.net/edapp/public/uploads/cbe58050276ff8190517c3c3ce4691fd_Superintendent Evaluation.doc
DALLAS CAN ACADEMY CHARTER	057804	none	none	http://apps.esc13.net/edapp/public/uploads/9ad12f3db147a4bfe3ea81a912e0ec66_appraisal.doc

Systems used to evaluate principal performance

Descriptor (a)(2) - Part 1 - Principal Evaluation reporting
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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
DALLAS COMMUNITY CHARTER SCHOOL	057805	Administrator Performance Evaluation	Five broad areas of responsibility, with performance rating for detailed aspects of each area.	http://apps.esc13.net/edapp/public/uploads/cc9cc6d418ecc65b6e3f526639f74cf1_11Admin Perf Eval Template.docx
DALLAS COUNTY JUVENILE JUSTICE	057814	Dallas County Performance Appraisal and Review	It is a combination of the Dallas County Performance Appraisal System and the educational domains from PDAS	http://apps.esc13.net/edapp/public/uploads/ 506257dd4e3dd5daed8c456126102dfc_administrator evaluation tool.doc
DALLAS ISD	057905	Prin. Appraisal & Asst./Assc. Prin. Appraisal	The Principal Appraisal System is centered around six (6) Performance Indicators which identify the Learning Community in which principals must be able to lead effectively so that all students have access to a quality education.	http://apps.esc13.net/edapp/public/uploads/5ac30820550cbdffa35f0dd7ae2e66f9_Description of Principal Appraisal System.DOCX
DAMON ISD	020910	District Developed Appraisal	Developed with localized goals and objectives	http://apps.esc13.net/edapp/public/uploads/0c2e417db094167d60c0bce019061019_Principal evaluation.docx
DANBURY ISD	020904	Danbury ISD Administrator Appraisal System	Locally developed administrator evaluation instruments designed by Danbury ISD.	http://apps.esc13.net/edapp/public/uploads/ 7cfdf26fe6dd13ddde641ae889087b79_Principal_Eval.pdf
DARROUZETT ISD	148905	State Appraisal System-Region 16 ESC	Domains and performance indicators	http://apps.esc13.net/edapp/public/uploads/1d049ab6e1176c4c267c98659dc337de_DISD Principal Appraisal 2008.doc
DAWSON ISD	058902	Commissioner-Recommended Student Perf Domain	Student Data / student assessment perfomance	No Public Link Reported
DAWSON ISD	175904	Local	Results from TAKS Scores Observation Self Evaluation	No Public Link Reported
DAYTON ISD	146902	Dayton Local Administrators appraisal system	All of the administrator appraisal documents are based on TASB models.	http://apps.esc13.net/edapp/public/uploads/37faffd267dee363efd3adfad20cf5e1_Principal.doc
DE LEON ISD	047902	TASB	Superintendent evaluates principals with TASB form from human resources services administrator appraisal system.	http://apps.esc13.net/edapp/public/uploads/a59049a82264c972fc4eb103cfc1d99d_Evaluation form_001.pdf
DECATUR ISD	249905	Professional Development Appraisal System	Teachers are evaluated in 8 domains throughout the year.	http://apps.esc13.net/edapp/public/uploads/ eb5c9a40f476573fe8b50ccbab21e44f_Report-94.pdf
DEER PARK ISD	101908	Admin./Coordinator/ Instruc.Spec. Evaluation	The evaluation system rates each administrator on a scale from 1(Below Expectations)to 5(Clearly Outstanding). The form is generic; however, the supervisor filling it out applies it directly to the person's job responsibilities, whatever they may be.	No Public Link Reported
DEKALB ISD	019901	DeKalb ISD Admimistrator Evaluation Document	Locally developed based on certain State and Local criteria	http://apps.esc13.net/edapp/public/uploads/ 09786d67979d884bd19bb0010c597d15_Principals_eval.doc
DEL VALLE ISD	227910	Local Developed Instrument	Aligned with specific job description/duties	http://apps.esc13.net/edapp/public/uploads/fecf2e6bedbb0ba157e96e55ec765557_Report.pdf

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
DELL CITY ISD	115903	Locally Developed	Has several evaluation criterion.	http://apps.esc13.net/edapp/public/uploads/a153c16dc7509e411a7b6b00222f3175_Principal Evaluation Form - (Blank).doc
DENISON ISD	091903	Commissioner-Recommended Student Performance Doma	Commissioner-recommended appraisal-based on campus and student academic achievement.	No Public Link Reported
DENTON ISD	061901	Administrative Professional	The instrument has eight domains addressing the following: School Climate, School/Org Improve, Prog & Personnel Management, Admin & Fiscal/Facs Management, Student Manage, Prof Growth & Devel, School/Comm Relations from "Need Improv to Exceeds Expects".	No Public Link Reported
DENVER CITY ISD	251901	Commissioner' Recommended Student Perfomance	Commissioner's and Local Appraisal systems	http://apps.esc13.net/edapp/public/uploads/5a8724a67db098e72b368ba162b2033a_DC assistant principal.doc
DESOTO ISD	057906	DeSoto Administrator Appraisal Document	the appraisal system is created using various criteria for evaluation including, Instructional manageement, personnel management, improvement (school or organization), climate (school or organization), Fiscal and student management.	http://apps.esc13.net/edapp/public/uploads/f9cbca3124cc757648063ee5399b089c_Principal Appraisal Document.pdf
DETROIT ISD	194905	TEA Commissioner recommended admin appraisal instr	TEA - Commissioner recommended administrator appraisal process	http://apps.esc13.net/edapp/public/uploads/c530cce25d0ac2f1087da89205562f71_AdmiAppraisalDoc.pdf
DEVERS ISD	146903	Devers Superintendnet Appraisal	list of duties w/4 categories of performance	http://apps.esc13.net/edapp/public/uploads/748b49d27f8931e749b0b369c0abc970_SUPERINTENDENT PERFORMANCE ASSESSMENT.pdf
DEVINE ISD	163901	Local By TASB	See Attached form below!	http://apps.esc13.net/edapp/public/uploads/daa4897112c58a02fd3a9087cbc71acf_principal.pdf
DEW ISD	081906	Form of the TASB model.	We are a PK-8 school. I am the only administrator on campus. I have the duty of Principal and Superintendent. My board uses a form of the TASB model in my evaluations.	http://apps.esc13.net/edapp/public/uploads/db67c8f72825faaa1705638f9f1a27b0_Superintendent Appraisal Instrument.pdf
DEWEYVILLE ISD	176903	PDAS	State-approved appraisal instrument	http://apps.esc13.net/edapp/public/uploads/a056b0a30cb1b1d52fbcef77dea88216_PDAS Scoring Guide.pdf
DHANIS ISD	163902	Texas Association of School Boards (TASB) model	Initiated by identification of goals and objectives revolving around overall student academic success and the analysis of work related skills necessary for campus academic leadership.	http://apps.esc13.net/edapp/public/uploads/01eb7ecbdb5ffbd6fa66be3661fa9eee_2010-11 Academic Intervention Summary revised 5-3.doc
DIBOLL ISD	003905	Job Description/Appraisal Instrument	Campus administrators sign a job description when hired into the position which is similar to the model ones provided by TASB. The evaluation is modeled after the job description with supporting data attached.	http://apps.esc13.net/edapp/public/uploads/03339e118f22f35617987c014ef4fc5f_AYP_DHS.pdf

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DICKINSON ISD	084901	Dickinson Administrative Appraisal	Criterion based with items rated for "Focus for Professional Growth", "Comfortable with Skills", or "Strong Area". Each administrative evaluation is specific to the assignment.	http://apps.esc13.net/edapp/public/uploads/3c775a903954ab6a87d6dc2ffaea77e5_LeadershipGoals Summary_for_Mims 11 2010_1.docx
DILLEY ISD	082902	Professional Development Appraisal System	It is composed of 9 Domains pertaing to school climate, district improvement,instructional management, personnel management, fiscal/facilities management, student management, professional development, community relations, and student performance	http://apps.esc13.net/edapp/public/uploads/e00fe77cc13f7a0aae95a05070f6e2e7_Principal Appraisal.pdf
DIME BOX ISD	144903	Principal Summary Performance Appraisal	Principal Summary Performance Appraisal	http://apps.esc13.net/edapp/public/uploads/39de01af107c7aa26b0091689cd04219_Principal Appraisal Instrument.doc
DIMMITT ISD	035901	Commissioner Recommended System	This is a two part system to be completed by the Principal and the Appraiser. In addition we uase a local evaluation instrument that encourages professional growth and mirrors their local job description.	http://apps.esc13.net/edapp/public/uploads/d24fe36e57c7c53bba18421484ba45ed_DOC (8).pdf
DIVIDE ISD	133905	TASB Policy Manual	This is done by the board and the superintendent. It is taken from the TASB Policy Manual and is the commissioner recommended form.	http://apps.esc13.net/edapp/public/uploads/6aac8da2635b19cfaaea182141bc69ea_p1. StudentPerformance_SuperintendentApp1 2011.rtf
DODD CITY ISD	074904	Dodd City ISD Administrator Appraisal	Locally developed instrument using local values for our district.	http://apps.esc13.net/edapp/public/uploads/b5449d33441207661e75c5a6aad4bf97_Principal_Eval.doc
DONNA ISD	108902	Donna ISD Administrator Performance Appraisal	The performance indicators are evaluated by the employee and the appraisar.	No Public Link Reported
DOSS CONSOLIDATED CSD	086024	PDAS	PDAS	No Public Link Reported
DOUGLASS ISD	174911	Local Administrator Evaluation	Locally developed evaluation for administrators.	http://apps.esc13.net/edapp/public/uploads/13407af75bd6118daf61686c9cd7913a_Principal Evaluation.doc
DR M L GARZAGONZALEZ CHARTER SCHOOL	178801	N/A	N/A	No Public Link Reported
DRAW ACADEMY	101856	No system is used. No administrators to appraise	none	No Public Link Reported
DRIPPING SPRINGS ISD	105904	Local Appraisal System	Similar to PDAS; self-evaluation & goal setting & achievements included	http://apps.esc13.net/edapp/public/uploads/43d9cef37715f4280b7ef8b1c27e971a_Administrator Appraisal Sample.doc
DRISCOLL ISD	178905	Commissioner-Recommended Administrator Appraisal	DISD utilizes the Commissioner-Recommended Administrator Appraisal Worksheets when appraising administrators.	http://apps.esc13.net/edapp/public/uploads/78a6e73d917b8207775ad38bc91295b2_Principal Appraisal Document.pdf
DUBLIN ISD	072902	Commissioner's-Recommended Appraisal System	As provided	No Public Link Reported

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DUMAS ISD	171901	Principal Performance Appraisal	This evaluates the Principal's on instructional programs, supervision of operations, personnel, leaderchip, instructional services, district policies, and operation of all campus activities.	No Public Link Reported
DUNCANVILLE ISD	057907	Campus Administrator Performance Appraisal	Evaluates: Instructional Management, School Climate, Personnel Management, Student Management, Fiscal Management, School/community relations, Professional growth	http://apps.esc13.net/edapp/public/uploads/017142a611d369f0a60d391d6ad15696_Principal.pdf
EAGLE MTSAGINAW ISD	220918	Principal Appraisal Instrument	Our district uses two alternate appraisal instruments (elementary and secondary) to appraise our campus principals. Each instrument is based on the job description for the position. The number of administrators reported only includes campus principals.	http://apps.esc13.net/edapp/public/uploads/d8f26328cfc0d04514962aeafc7b103b_PrincipalAppraisals.doc
EAGLE PASS ISD	159901	Elementary/Secondary Principal	Appraisal sytem includes domains that correlates with effective schools. Domains include school climate, instructional focus, and student performance.	http://apps.esc13.net/edapp/public/uploads/ac10c7c587dc6f34e282681b40b8bc45_Elementary Principal.pdf
EANES ISD	227909	EISD Principal Summative Evaluation	This instrument is used for all campus principals. There are nine performance competency areas addressed for each principal.	http://apps.esc13.net/edapp/public/uploads/bc51cec22c9570bd3d83c378da419ab8_EISD Principal Summative 10-11.DOC
EARLY ISD	025909	District-approved form	Targets 8 administrative areas with detailed descriptors, 3 options (S,N,U) with comments section for each area	http://apps.esc13.net/edapp/public/uploads/29299ca3de0001f0a8f71451f3a46541_administrator appraisal instrument.pdf
EAST BERNARD ISD	241902	East Bernard ISD Administrative Evaluation	Based on the Domains set by Commissioner Recommended Student Performance, also self evaluation 9 domains	No Public Link Reported
EAST CENTRAL ISD	015911	ECISD Campus Administrator Appraisal Report	System appraises administrators under two performance areas: General Management and Leadership and AEIS. Administrators are appraised much like PDAS in that Exceeds Expectations, Proficient, Below Expectations and Unsatisfactory are used.	http://apps.esc13.net/edapp/public/uploads/a23ace950732b39b634b503ef3f1b021_ECISD.pdf
EAST CHAMBERS ISD	036903	Commissioner's recommended	primarily based on AEIS report	http://apps.esc13.net/edapp/public/uploads/3ba45759ee3f0e6df2eee415f4ff0a7e_2010 Worksheet.pdf
EAST FORT WORTH MONTESSORI ACADEMY	220811	EFWMA District developed	The Director and the board of directors appraise the administrator, through observation, district data, and interview. A copy is retained by the director	http://apps.esc13.net/edapp/public/uploads/21bad2c04b899646d1457509cdb93a87_Principal-StaffLeadershipSurvey.doc

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EAST TEXAS CHARTER SCHOOLS	092801	None	Board evaluates superintendent annually based on professionalism, ethics, community support, student outcomes, financial stability of school	http://apps.esc13.net/edapp/public/uploads/14d2d2817b38d2fc28ac9c53293ae6f8_Supt Eval.doc
EASTLAND ISD	067903	EISD Administrative Evaluation	The administrative appraisal system focuses on 2 major areas Strengthening Relationships and Modeling Change.	http://apps.esc13.net/edapp/public/uploads/ d69dc30616654389a956111355454abd_Administrative Evaluations.pdf
ECTOR COUNTY ISD	068901	Principal/Adminstrator Appraisal Record	Locally developed appraisal system consiting of 9 domains with the ratings of proficeint, needs assistance and not accplicable.	http://apps.esc13.net/edapp/public/uploads/7b3b5ed9f397edf1e99f37cb56fe435e_principal-adminstrator appraisal.pdf
ECTOR ISD	074905	tasb	1-5 scale	http://apps.esc13.net/edapp/public/uploads/2be7dc72a4b2c739f137a6a87ae8cf7c_principal eval 2010-11.doc
EDCOUCHELSA ISD	108903	Administrative Evaluation Inst. - District Dev.	Covers all areas of administrative responsibilities.	http://apps.esc13.net/edapp/public/uploads/623989353a810b2f46bc08a0746b51af_Principal Evaluations 2010-2011.doc
EDEN CISD	048901	Evaluation of Building Principal	This system allows us to evaluate 8 domains of the administrative guidelines.	No Public Link Reported
EDEN PARK ACADEMY	227803	EPA administrator evaluation tool	administrator identifies areas to work on at beginning of year, approval by board is required. At end of year, self evaluation is performed and board follows through with feedback.	http://apps.esc13.net/edapp/public/uploads/00f5233268cfc7166a7d5e033797248d_Director eval may 09.doc
EDGEWOOD ISD	234903	TASB Model plus Commissioner's Student Performance	The TASB Model plus the Commissioner's Student Performance Domain from Region 13 Education Service Center	http://apps.esc13.net/edapp/public/uploads/ef861afd1de7bc684241f6c5f971a0d5_PRINCIPAL EVAL..doc
EDGEWOOD ISD	015905	Professional/Staff Appraisal System	This appraisal is a review of the instructional program, special programs,communciation with employees	http://apps.esc13.net/edapp/public/uploads/3bd0e3176445096c28cd4feff60aa7f6_PROF PERSONNEL STAFF APPRAISAL(Prin. VP).doc
EDINBURG CISD	108904	Edinburg Consolidated Independent School District	Appraisal instrument is based on AEIS information (TAKS Scores, Percentage of students tested, Attendance, Dropout Rate) & Learner-Centered Proficiencies in Leadership, Climate, Curr. & Inst., Prof. Dev., Equity in Excellence for all & Communication	http://apps.esc13.net/edapp/public/uploads/ 372fd0b4ce33a5118bb089091734e07a_admappraisalsummary form.pdf
EDNA ISD	120901	Performance Appraisal System	Super. formative eval. - January. Administrator eval., Administrator contractual recom. - April. Super. eval., contractual recom. - June. Administrator goal setting - August, Administrator formatives - December.	http://apps.esc13.net/edapp/public/uploads/b5a6a69aec12354d222b7f47008c5140_DN Admin Procedures Admin Eval.doc
EDUCATION CENTER	061802	Locally-developed	Superintendents conference with administrators twice per school year to discuss enrollment, staffing, campus climate, and academic progress.	http://apps.esc13.net/edapp/public/uploads/554e86f5bc85c30e7d751a77d63ac537_Campus Director Responsibilities.doc

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EDUCATION CENTER INTERNATIONAL ACADEMY	057833	Administrator Summative Appraisal System	Based on cumulative performance, the evaluator estimates the administrator's effectiveness based on statements concerning job performance in critera concerning school climate, school improvement,personnel & instructional management,& student performance.	http://apps.esc13.net/edapp/public/uploads/1c08486c86c38959aca2c4cfa9f386ed_ECIA_CAMPUS__APPRAISAL[1].docx
EHRHART SCHOOL	123805	Ehrhart School Principal Appraisal	Unique charter instrument based on TAC standards	http://apps.esc13.net/edapp/public/uploads/3ce4e11d813a2185bc0015fb9a5f832c_EhrhartSchoolPrincipalAppraisalDocument.pdf
EL CAMPO ISD	241903	El Campo ISD Administrator Appraisal System	Each administrator has an annual appraisal. Superintendent appraises the assistant superintendents and the head principals; Head pricipals appraise the assistants	No Public Link Reported
EL PASO ACADEMY	071804	El Paso Academy Principal's Eval. System	System has 8 Domains and multiple performance indicators for each domain, and up to three criteria under each. Total available points to earn is 72. Below expectaions is 62 or less.	http://apps.esc13.net/edapp/public/uploads/437efa21331a03372cc5754687d8ce65_EPAPrincEvalDoc.pdf
EL PASO ISD	071902	Admin and Support Serv Appraisal Instrument Summ	Evaluates 8 different categories of job performance.	http://apps.esc13.net/edapp/public/uploads/da5c9ed35bd1930e6c60aa1296f2c16e_Appraisal - Blank.docx
EL PASO SCHOOL OF EXCELLENCE	071805	not applicable	School closed	http://apps.esc13.net/edapp/public/uploads/5252e22cb82d82b3be3d1695f614987d_document.docx
ELECTRA ISD	243902	Commissioner-Recommended Student Performance Domai	TEA Recommended System	http://apps.esc13.net/edapp/public/uploads/3e49800ced020f2470c4db15bd0501ca_Evaluation Summary Form.pdf
ELGIN ISD	011902	Elgin ISD Principal Appraisal Instrument	Developed from the TASB Model to address instrictional management and organization, personnel management and organization, student achievement and community relations.	http://apps.esc13.net/edapp/public/uploads/aa4acfec36206b784dd785849d4d9465_Principal.doc
ELKHART ISD	001903	Elkhart ISD Job Evaluation Instrument	Instructional Management, School/Organizational Climate, School/Organizational Improvement,Personnel Management, Administration and Fiscal/Facilities Management,Student Management,School/Community Relations,Professional Growth	http://apps.esc13.net/edapp/public/uploads/0240e4b295f172b434425389bcd50baf_Principal Evaluation Form 2011.docx
ELYSIAN FIELDS ISD	102906	EFISD Administrator Appraisal System	Local	http://apps.esc13.net/edapp/public/uploads/79f71599c06c5920befe3fcc7b325989_Principal Evaluation Form.docx
ENNIS ISD	070903	Commissioners recommended Appraisal instrument	Ennis ISD uses the Commissioner's Recommended Appraisal Instrument(s) and a local appraisal instrument for assistant principals.	http://apps.esc13.net/edapp/public/uploads/46f0cd74449d6cd7bf55c5f662786be2_campus.Admin.Appraisal.doc

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ERA ISD	049906	Era ISD - Principal Evaluation	Locally developed appraisal format	http://apps.esc13.net/edapp/public/uploads/dff4df9df1ab31acfba81f7ee6d69212_Principal Evaluation.doc
ERATH EXCELS ACADEMY INC	072802	An Appraisal of Principal Performance	One page evaluation of Instructional Leadership. Written explanation of categories that need improvemetn.	http://apps.esc13.net/edapp/public/uploads/364deb437ff72ff03517d986312e6b6a_Principal Evaluation.docx
ETOILE ISD	174910	TASA	There are 8 domains. 1-instructional management, 2-school climate, 3-school improvement,4-personnel management,5-facilities,6-student management,7-community relations,8-student performance	http://apps.esc13.net/edapp/public/uploads/6756bb14a9ee02607230f0161572fb4f_Evaluation Form - Principal.doc
EULA ISD	030906	PDAS and Comissioners Student Performance Domains	Covers thesese folowing areas Instructional Mangaement, School Or Organization Morale, School or Oreganization Improvement, Personnel Management, Mangagement ofFiscal, Administrative, and Faciltilies Function, Student Mangagement and School Relations	http://apps.esc13.net/edapp/public/uploads/ea935c9ea37a75ba513bdcd696671d4d_Campus Principal Eval form 2010-2011.doc
EUSTACE ISD	107905	Locally Developed System	System developed based on the job descriptions and major functions of principals.	http://apps.esc13.net/edapp/public/uploads/1088d9d441e9ee8f262ba2425dd779a5_Principal.pdf
EVADALE ISD	121906	PRINCIPAL PERFORMANCE APPRAISAL	PRINCIPAL PERFORMANCE APPRAISAL-SUMMATIVE EVALUATION REPORT including Instructional Management,School or Organization Climate, School or Organization Improvement, and Personnel Management.	http://apps.esc13.net/edapp/public/uploads/5cf2e3381d5ccb849c871fe4776286cf_Principal Performance Appraisal - Summative Evaluation Report.pdf
EVANT ISD	050901	Local	none	http://apps.esc13.net/edapp/public/uploads/10fc22f4841fef585c49485d58f36257_Principal Evaluation Form.doc
EVERMAN ISD	220904	Everman ISD Administrator Appraisal	district create from job description for each different administrator position	http://apps.esc13.net/edapp/public/uploads/7bcabb2b7a073d5dc57ceb94abeb8914_Principal.docx
EVINS REGIONAL JUVENILE CENTER	108917	Texas Youth Commission Adminstrative Appraisal	Based on State Competencies	http://apps.esc13.net/edapp/public/uploads/d2881b43e7f5b6abe1e063a5f8150380_HR_903.doc
EVOLUTION ACADEMY CHARTER SCHOOL	057834	Campus Administrator Performance Evaluation	Campus Administrator Performance Evaluation includes the following indicators: Management/ leadership skills, School Morale, School Improvement, Personnel Management, School/Community Relations, Professional Growth and Development	http://apps.esc13.net/edapp/public/uploads/17ce1757df8a714310426012de2063e9_Evalution Campus Admin Blank.doc
EXCEL ACADEMY	101811	Principal/Directors Performance Appraisal	Administrators are appraised once a year using a standard form used by all of Harris County Juvenile Probation.	http://apps.esc13.net/edapp/public/uploads/e80d7f58249a4d50d452cfbed2d14bb4_PrincipalsNew.doc
EXCELSIOR ISD	210906	Locally developed	Developed and revised by the board.	http://apps.esc13.net/edapp/public/uploads/a0b033ae9f6f166138c0ffd3d2cbe183_SUPERINTENDENT APPRAISAL INSTRUMENT.pdf

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EZZELL ISD	143906	Superintendent/Principal Evaluation	Based on Domains of Responsibility	http://apps.esc13.net/edapp/public/uploads/68952d2fc2fb74134b4e25b01ebd88eb_superintendent-principal evaluation.pdf
FABENS ISD	071903	Fabens ISD Principals' Evaluation	Consist of eight instruction/management domains and a campus student performance accountability check list.	http://apps.esc13.net/edapp/public/uploads/77300e0becc659e06bde17fb4bdbfefb_Principal Evaluation.doc
FAIRFIELD ISD	081902	Principal Performance Appraisal	Likert scale style assessing different domains and goals/objectives.	http://apps.esc13.net/edapp/public/uploads/5015fcd23d5b3312b120b1c6ca3c46d4_Principal Performance Appraisal.PDF
FAITH FAMILY ACADEMY OF OAK CLIFF	057815	Committee Developed Evaluation Questions.	We use the same committee questions for all Administrators.	http://apps.esc13.net/edapp/public/uploads/a48c74e77a5e247a80cfb11b33f37f4d_InterviewQuestionsforCampus AdministratorPosition 0810.doc
FALLS CITY ISD	128904	TEA Principal Appraisal	Accountability, AYP and Domains 1-7	http://apps.esc13.net/edapp/public/uploads/11c672b5b736b14707e50508736cd283_FCISDPrinAppraisal.pdf
FANNINDEL ISD	060914	Building Principal Evaluation Instrument	The building principal shall be evaluated on the various functions of the position. The criteria are critical elements for this leadership role and will be used by the superintendent to appraise and improve the performance of the principal.	http://apps.esc13.net/edapp/public/uploads/5451611f034576678068ac560daabbe8_BUILDING PRINCIPAL EVALUATION INSTRUMENT.docx
FARMERSVILLE ISD	043904	District developed	Evaluation based on principal competencies(School Climate,District Improvement,Instructional/Personnel/Facilities/ Student Management,Prof.Growth/ Development,Community Relations,Student Perf. rating scale between unsatisfactory to clearly outstanding(0-5)	http://apps.esc13.net/edapp/public/uploads/82f92a17ab05437a034ba93aa1fe2b91_Farmersville APPRAISAL.doc
FARWELL ISD	185902	Commissioner Recommended Appraisal System	FISD also has a document that is used along with the commissioner's system. There are 15 questions that evaluate job performance responsibilities, etc. This has served as a useful tool!	http://apps.esc13.net/edapp/public/uploads/fa3d99780048ed6e23edf2097cd94d68_Prin App.pdf
FAYETTEVILLE ISD	075906	Locally Developed	Locally developed rating system based on goals and objectives of the district and job description.	No Public Link Reported
FERRIS ISD	070905	Principal's Appraisal Document	TASB's Appraisal form	http://apps.esc13.net/edapp/public/uploads/590a51090e8fbb212b0ff2bec3fc77d8_Principal_Appraisal_Document[1].doc
FLATONIA ISD	075901	Modified TASB model	Rating scale O=Outstanding, E=Exceeds, M=Meets Expectation I=Improvement indicated U=Unsatisfactory I rate each performance area accordingly. I have also added a place for specific goals to be reached.	http://apps.esc13.net/edapp/public/uploads/63822c843cde84558aafc2a2390dbbdd_murrile0611.doc

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
FLORENCE ISD	246902	Instructional Admin.Appraisal Instrument	Instructional Admin. Appraisal Instrument (TASB Model) Commissioner-Recommended Student Performance Domain Summary (TEA) Commissioner-Recommended Student Performance Domain Worksheet (TEA)	http://apps.esc13.net/edapp/public/uploads/0412bbf3734677356a02f38da7440bcc_Principal 2010 Summary.pdf
FLORESVILLE ISD	247901	Administrative Peformance & Domain Goal Summative	This document is intended to provide feedback and reflection of strengths and most signaticant accomplishments of thge school year which provides domain for self-evaluation of areas of concern, and provides an opportunity to set goals to be accomplished.	http://apps.esc13.net/edapp/public/uploads/5023d0d73cf6324ed3f270f379c01016_PDAS.pdf
FLOUR BLUFF ISD	178914	District designated	Job description used as an evaluation tool for administrators	http://apps.esc13.net/edapp/public/uploads/1a7629aaf94803bcfc6b2210f4a410b2_Principal, HS job desc rev 610.doc
FLOYDADA ISD	077901	Performance Evaluation Record Campus Principa	Administrators are evaluated on fostering a positive, safe campus environment, student performance, professional development, and community relationships.	http://apps.esc13.net/edapp/public/uploads/119e32ab67f7eed61d936335b0a3cae1_Principal Evaluation 09-10 .doc
FOCUS LEARNING ACADEMY	057817	Performance Evaluation System	The appraisal system evaluates general work characteristics, job responsibilities and overall performance	http://apps.esc13.net/edapp/public/uploads/2e740188319275d6435ab0a48818696f_Employee Evaluation Forms-1.pdf
FOLLETT ISD	148902	Principal Appraisal	It appraises the administrator's effectiveness in each of the competencies they are responsible for ensuring within their role.	http://apps.esc13.net/edapp/public/uploads/ 0603353c24252995e07e3c93c96ac317_0809_Principal_Eval.doc
FORESTBURG ISD	169910	Forestburg ISD Principal Evaluation	Local evaluation that is based on a rating scale.	http://apps.esc13.net/edapp/public/uploads/4aa040675febe3489676756923b3c230_Principal Evaluation.doc
FORNEY ISD	129902	Principal/Assistant Principal Appraisal	Very similar in scoring structure to PDAS; there are 10 domains	http://apps.esc13.net/edapp/public/uploads/19de1f06824d4297bd6db52660ffe769_Appraisal Documentation.doc
FORSAN ISD	114904	FISD Administrator Appraisal System	Composed of a self-appraisal, the Commissioner-Recommended Sutdent Performance Domain, and eight additional locally-developed domains that cover Instructional Management, School Climate,Student Management, Personnel Management, School Improvement, etc	http://apps.esc13.net/edapp/public/uploads/79546aa58c8bab851b52aae61cb782f7_Principal Evaluation Form.doc
FORT BEND ISD	079907	Prin/Campus Admin Summative Evaluation Instrument	The instrument is based upon SBEC's Standards for Campus Administrators. Please note two campuses were incorrectly left off the data options: Technical Education Center (79907 #003)and Progressive High School (79907 #009).	http://apps.esc13.net/edapp/public/uploads/7020225dc2cf9bac7f752af343b433de_Principal-Campus Administrator Summative Evaluation Instrument.pdf

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FORT ELLIOTT CISD	242906	Fort Elliott CISD Administrator Appraisal Document	Local Board Appraisal Forms and Commissioner-Recommended Student Performance Domain	http://apps.esc13.net/edapp/public/uploads/2d5a6de25f2327b3ba5681603bfbd8ad_Appraisal_Supt_Prin[1].pdf
FORT STOCKTON ISD	186902	Fort Stockton ISD Administrator Appraisal Document	This locally developed aappraisal tool is based on domains of performance utilizing a rating scale with narrative sections for comments addressing specific strengths and weaknesses.	http://apps.esc13.net/edapp/public/uploads/06e7d5fa346ff560f549b332be4ef4ce_Appraisal Document - Principal.doc
FORT WORTH ACADEMY OF FINE ARTS	220809	FWAFA Principal Evaluation	Checklist of principal duties with rating scale commendable -needs improvement.	http://apps.esc13.net/edapp/public/uploads/013f95dc1aa872e4e4161db0b4d839fe_Teacher-Evaluation-Form05.doc
FORT WORTH CAN ACADEMY	220804	none	none	http://apps.esc13.net/edapp/public/uploads/1d39b699f4edbd58e29376423b638138_appraisal.doc
FORT WORTH ISD	220905	Campus Administrator Appraisal Instrument and LPS	This systems include Leadership Performance Standards, which is a rubric including 7 standards and 34 dimensions. There is also an evaluation in the student performance domain.	http://apps.esc13.net/edapp/public/uploads/e6fffc57e3b3bea979f0b2e891adffde_Principal Appraisal 10-11 Rev (4).pdf
FRANKLIN ISD	198903	TASB Model	Use TASB model with minimum modifications.	http://apps.esc13.net/edapp/public/uploads/60d9b368a2820c155c2eab0ccf5752ac_Franklin Principal's_Evaluation PDF.pdf
FRANKSTON ISD	001904	FISD Job Evaluation Instrument	Locally developed to assess administrators in 8 domains: school climate, student management, prof. growth & development, school improvement, instructional management, personnel, fiscal/facilities management, and school & community.	http://apps.esc13.net/edapp/public/uploads/146736d78af4ac0cb47692ef002a88b8_Administrator Evaluation Form.rtf
FREDERICKSBURG ISD	086901	TASB	Rates all matters involved in position.	No Public Link Reported
FREER ISD	066903	Commissioner-Rcommended	Using the Commissioner Recommended information to set goals for administrators and evaluate them.	http://apps.esc13.net/edapp/public/uploads/0c98247cd391483cd85aafef4412a9b6_Summary.pdf
FRENSHIP ISD	152907	District Adminstrator Performance Appraisal	PDAS Indicators: ME Meets Expectations BE Below Expectations U Unsatisfactory	http://apps.esc13.net/edapp/public/uploads/8f8d77099758ad55621ed696c5e6236a_District Appraisal instrument 1-4-10.docx
FRIENDSWOOD ISD	084911	Locally Developed system	Locally developed system that evaluates various instructional, administrative, and logistical domains.	http://apps.esc13.net/edapp/public/uploads/57bd401d6ac9e517bdeb68cc5e4ffcca_Principal Evaluation.pdf
FRIONA ISD	185903	Administrative Evaluation by Superintendent	Local evaluation and Commissioner-Recommended Student Performance Domain	http://apps.esc13.net/edapp/public/uploads/50f42a326689ffa7aaab937457acb581_Administrator Evalauation.PDF
FRISCO ISD	043905	Principal Evaluation and Assistant Principal Eval.	It is designed to enhance the leadership capacity, management, and behaviors of principal as instructional leaders.	http://apps.esc13.net/edapp/public/uploads/c12548f7d1dc37e0cdfee13ba487a388_Principal.doc

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
FROST ISD	175905	Locally Developed	Includes curriculum, finance, ethics, staffing, etc.	http://apps.esc13.net/edapp/public/uploads/f186e1288010c4d78e61c7c2992227d0_principalevaluation.docx
FRUIT OF EXCELLENCE	227812	No students at this school	No students at this school	http://apps.esc13.net/edapp/public/uploads/b85fdbc459a2eea9f455c33cecfa5821_TEA letter to admin.doc
FRUITVALE ISD	234909	Administrator Appraisal and Commissioner Wkst	Appraisal instrument includes evaluation of 9 Domains Includes Commissioner-Recommended Student Performance Domain Worksheet.	http://apps.esc13.net/edapp/public/uploads/dd458984341d5dfbc0f5acbbc3a426fa_Fruitvale PRINCIPALS evaluation.doc
FT DAVIS ISD	122901	Local	Locally developed by job descriptions	No Public Link Reported
FT HANCOCK ISD	115901	Locally developed appraisal system	Our district appraisal system rates the administrators on 8 categories based on their job description and student achievement.	http://apps.esc13.net/edapp/public/uploads/db6d0af2b01298de8acae111c04bb157_Principal Evaluation.docx
FT SAM HOUSTON ISD	015914	Administrator Performance Appraisal	Each administrator is appraised in 16 performance competencies using a five item scale (clearly outstanding to unsatisfactory). Principals also use the Commissioner worksheets and summary form.	http://apps.esc13.net/edapp/public/uploads/e281fa9e4dfe76015a6f7d44cb3b0e9a_Summary.pdf
GABRIEL TAFOLLA ACADEMY	232801	Community Coucil of SWT, Inc. Employee Evaluation	evaluates quality, volumn, knowledge, initiative, effort, following policies and procedures and teamwork	http://apps.esc13.net/edapp/public/uploads/2c566ffcead26921eec8a374c33ce9b9_eval_form1.doc
GAINESVILLE ISD	049901	Administrative Summative Appraisal	Administrators are evaluated by the Superintendent in the following domains: Instructional Management, Organizational Climate, School Improvement, Personnel Management; Administration/Fiscal Management; School/Community Relations.	http://apps.esc13.net/edapp/public/uploads/f72d3f68121249052576614b3633c2b1_Administrative Summative Evaluation 2010-2011.pdf
GAINESVILLE STATE SCHOOL	049904	Texas Youth Commission	Covers all areas of school administration.	http://apps.esc13.net/edapp/public/uploads/d3e26e1a8641cec9353e8b17a26dacc3_HR_903.doc
GALENA PARK ISD	101910	PDAS	PDAS	http://apps.esc13.net/edapp/public/uploads/c122d2bdc54ba6c588f26df78bafc053_campus admin summative.pdf
GALVESTON ISD	084902	Performance Evaluation for Professional Staff	evaluate attributes: such as but not limited to quantity/quality of work,judgment,planning effectiveness, communication, superviory ability	http://apps.esc13.net/edapp/public/uploads/228284542236c7f167e5f6f2236c45a8_Evaluation-Admin.pdf
GANADO ISD	120902	TASB Job Descriptions used	The TASB job descriptions are used and Mr. Black writes a narrative evaluating each administrator.	http://apps.esc13.net/edapp/public/uploads/8a4d3add9a75355d98847821beb86704_Letterhead1.doc
GARLAND ISD	057909	Principal Job Description / Evaluation	Based upon job description with strong accountabilities for student performance. We have a job desc./eval. for each level of principal and assistant principal. This system will only allow the attachment of one job description.	http://apps.esc13.net/edapp/public/uploads/1a9515ec3a81a82e393e2b85115e891c_Principal High School.doc

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
GARNER ISD	184911	Commissioner-Recommended Student Performance Domai	Campus principal is appraised by superintendent through observation, data, and parental input.	http://apps.esc13.net/edapp/public/uploads/a9d2c2626a2cb8b6fdd9d9449b5d95b2_Principal Appraisal Worksheet.pdf
GARRISON ISD	174903	Locally develped	Locally developed system with ratings in each area as reflected in job descriptions.	http://apps.esc13.net/edapp/public/uploads/ 8c6ef14f76fec4caff16baad557681d4_AdminEvals.pdf
GARY ISD	183904	Professional Development and Appraisal System	PADAS	http://apps.esc13.net/edapp/public/uploads/cdf639d6b7eb93cca87b0f1f0be83bcc_pdas.pdf
GATESVILLE ISD	050902	Commissioner Recommended Student Domain	It is a two part apprasial, a self evaluation and a local evaluation instrument.	http://apps.esc13.net/edapp/public/uploads/55f5ca0b37edef76c5b8d0f69f5ab552_SFSF Appraisal Forms.pdf
GATEWAY CHARTER ACADEMY	057831	Gateway Charter Academy Administratorl Appraisal	Evaluates administrator in different areas including instructional leadership, school culture, organzation, personnell mangement...	http://apps.esc13.net/edapp/public/uploads/804f0ba4a26f53206549bc8c7ae4426c_principal appraisal.docx
GATEWAY STUDENT ALTERNATIVE PROGRAM INC	240801	Locally Developed Instrument	The instrument used focuses on having the leadership qualities to ensure that students are learning and that the goals and objectives are being met.	No Public Link Reported
GAUSE ISD	166902	Board Approved System for Superintendent Appraisal	The Superintendent is also the principal; therefore, we use the Board Approved Superintendent Appraisal	http://apps.esc13.net/edapp/public/uploads/2e0833ebe55cb9905041625c9065a21c_Gause ISD Superintendent Evaluation.pdf
GEORGE GERVIN ACADEMY	015802	George Gervin Academy System Appraisal for Leaders	Targets nine areas to be profiecent-Leadership, Communication, Training, Problem-Solving, Establishing Policies, Flexibility, Teamwork, Production, and Initiative	http://apps.esc13.net/edapp/public/uploads/9735378b36b0382e3b552a458e1f7078_GEORGE GERVIN YOUTH CENTER.docx
GEORGE I SANCHEZ CHARTER	101804	Edu[phoria	An appraisal management system that stores all appraisal information on campus staff.	http://apps.esc13.net/edapp/public/uploads/827887eaa9cc4e2df131832a15c37328_Admin Eval.pdf
GEORGE WEST ISD	149901	TASB Adm. Appraisal/Commissioner-Recommended Stude	Basic TASB model appraisal document incorporating the Commissioner-Recommended Student Performance Domain	http://apps.esc13.net/edapp/public/uploads/8b439a7b048075b66e1a3104544394c6_George West ISD Campus Administrator.pdf
GEORGETOWN ISD	246904	Prof. Appraisal Instr. and Prin. Performance Domai	The supervisor uses the Professional Appraisal Instrument in conjunction with the administrator job description to evaluate performance. The commisioner's approved Principal Performance Domain as well as the Domain Summary is also completed.	http://apps.esc13.net/edapp/public/uploads/ dbfb5a03638ab98a9a395aaddbe4475b_ProfessionalAppraisal.DOC
GHOLSON ISD	161925	Locally developed	appraisal document based on results and actions throughout the year	http://apps.esc13.net/edapp/public/uploads/ 9d8c15b3ded8c428a04755d28e8bbc07_administrator appraisal.pdf
GIDDINGS ISD	144901	Region XIII Principal Appraisal	Instrument available through ESC XIII	http://apps.esc13.net/edapp/public/uploads/ a32a8da8a645cdd5469710bc471c855f_Summary.pdf
GIDDINGS STATE SCHOOL	144905	Texas Youth Commission Administrative Appraisal	based on state competencies	http://apps.esc13.net/edapp/public/uploads/ 10e394b25fbb417fa4819d0b3f941fd9_HR_903.doc

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
GILMER ISD	230902	Locally developed	Based on the indicators of Marzano's School administrator School leadership that works with the reuired temlate for performance.	http://apps.esc13.net/edapp/public/uploads/6c5f5c3e3e3ce610c3d110fce16fe860_self eval template.pdf
GIRLS BOYS PREPARATORY ACADEMY	101805	GBPA Comprehensive Summary of Administrator Perfor	Used to assess administrators on seven areas of competence: instructional leadership, personal leadership skills, school/organizational improvement, personnel management, student management, school/community relations, and fiscal and facilities managemen	http://apps.esc13.net/edapp/public/uploads/ 9b334a3fc0fbbdba359702753cc22d7f_administratorevaluation 2010-2011.doc
GLADEWATER ISD	092901	GISD Local Administrator Appraisal System	Documents aligned to district and campus goals.	http://apps.esc13.net/edapp/public/uploads/ 3d046503c0dd20869dc37ede8959ec39_AssistantPrincipalAppraisal.pdf
GLASSCOCK COUNTY ISD	087901	Commissioner-Recommended Student Performance	Performance Goals and Objectives and Student Performance Domain Worksheet	http://apps.esc13.net/edapp/public/uploads/ 96a10c012d14f82de52aa7096191aff0_Summary.pdf
GLEN ROSE ISD	213901	Administrator Appraisal	locally developed	http://apps.esc13.net/edapp/public/uploads/ 1e47e2c6ea1cc6d4cb94b329c126b0eb_Administrator Appraisal Report PRINCIPAL.doc
GODLEY ISD	126911	District Developed Appraisal System	Criterion based assessment	http://apps.esc13.net/edapp/public/uploads/e9cbe1273a5ace50c857dcdc2e898bc0_principal eval.pdf
GOLD BURG ISD	169906	Gold-Burg ISD Administrator Appraisal	This system evaluates Principals in the following areas: 1. Improvement of student instruction. 2. Promoting a positive campus atmosphere. 3. Evaluation of leadership skills. 4. Promoting positive student conduct. 5. Manage fiscal and facility	http://apps.esc13.net/edapp/public/uploads/e6edc10b4f751c10908d03957c43e43b_Gold-Burg (2).docx
GOLDEN RULE CHARTER SCHOOL	057835	Administrative Apparaisalo System	Commissioner recommended student performance domain.	http://apps.esc13.net/edapp/public/uploads/f55d50f2e4425e384e1b0bc894b4a195_PAT.docx
GOLDTHWAITE ISD	167901	Goldthwaite ISD Administrator Appraisal Form	TASB Model	http://apps.esc13.net/edapp/public/uploads/28228b6e758ab119a29ee6a157a86735_Principal Appraisal Form Jones 2010-2011.docx
GOLIAD ISD	088902	Local Instruments	Taken from TASB job descriptions...	http://apps.esc13.net/edapp/public/uploads/272fa3e90f162763da1fef6891613e44_Dir. of curr_instruction.doc
GONZALES ISD	089901	Appraisal Instrument for Professional Staff	The appraisal instrument is divided into two parts: general responsiblities and major responsibilities; along with the Commissioners recommended student performance worksheet.	http://apps.esc13.net/edapp/public/uploads/ 167b2d8d785a2182c614fa9c93402e83_Professional Appraisal Instrument.pdf
GOODRICH ISD	187903	Goodrich ISD	The district appraisal is based on cumulative performance information where the evaluator estimates the effectiveness in meeting each criteria.	http://apps.esc13.net/edapp/public/uploads/ 10245b7b944cc72627ce092906b6d2ca_Administrator Appraisal System.doc

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GOOSE CREEK CISD	101911	GCCISD Principal Performance Appraisal	All campus principals receive an onsite visit in the fall and the attached document is completed in February. It includes 7 Learner Centered Domains,the Commissioner's Rec'd Student Performance Domain. and Professional Growth Goals.	http://apps.esc13.net/edapp/public/uploads/291ee80686f5586666d34cf93b03b94f_Principal Performance Appraisal 2010-2011.pdf
GORDON ISD	182901	Locally Developed	This is a locally developed system with material derived from several other districts.	http://apps.esc13.net/edapp/public/uploads/ 6196b5dee63829fadfad9e46da37cd4d_principal_appraisal_blank.doc
GORMAN ISD	067904	Administration Evaluation	Grades the 9 Administrative Competencies. Models are graded as follows: Never, Rarely, Occasionally, Frequently, Almost Always.	http://apps.esc13.net/edapp/public/uploads/c35e46ed1918f9135ebce10cd942bb62_GORMAN INDEPENDENT SCHOOL DISTRICT.docx
GRADY ISD	156905	Local District	Local Dictrict Model and aprt of the local Educational Service Center	No Public Link Reported
GRAFORD ISD	182902	ESC XIII Administrator Appraisal	Utilize the forms from Region XIII that covers state assessment, attendance and drop-out rate. It also looks at goals and the need to make plans to implement.	http://apps.esc13.net/edapp/public/uploads/5689b7ece4d21cebda706d92bf2ef21d_Prin App Summary.pdf
GRAHAM ISD	252901	Graham Administrator Evaluation	Generic TASB evaluation	http://apps.esc13.net/edapp/public/uploads/ b8aad5431a2a30de407b320250e59694_Administrator Evaluation HS2010.doc
GRANBURY ISD	111901	Administrator Evaluation	Administrators are evaluated based upon the District goals. Student performance outcomes and student achievement data is one of eight district goals evaluated by the instrument.	http://apps.esc13.net/edapp/public/uploads/6927f1ebad232c465bf96f6abb908f91_Evaluation - Administrators - 2011.doc
GRAND PRAIRIE ISD	057910	GPISD Combination Job Description/Evaluation	This systems is based on a 1-5 point scale per identified domain for each type of administrrator job description. Attached is the Principal job description / evaluation which is the most widely used instrument in the district.	http://apps.esc13.net/edapp/public/uploads/769a97ffa6dc6034f0a4118846c1358f_Principal Appraisal - 070108.doc
GRAND SALINE ISD	234904	Grand Saline ISD Principal Appraisal System	The instrument measures perfomrance in the following 8 areas to determine effective leadership on campuses. Principals are evaluated annually and goals are set for the following year based on evaluations.	http://apps.esc13.net/edapp/public/uploads/ 013363e11906969665e280c510917969_Evaluations-Principals.doc
GRANDFALLSROYALTY ISD	238904	PDAS	PDAS	No Public Link Reported
GRANDVIEW ISD	126904	TASB	10 domains with 1-5 scoring of each domain	http://apps.esc13.net/edapp/public/uploads/8c93ec036ba061ac57c65dc69a60ecf7_PRINCIPAL APPRAISAL1.doc

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GRANDVIEWHOPKINS ISD	090905	Superintendent Evaluation	Superintendent Evaluation 1202 W Cherokee St Ste D Wagoner, OK 74467	http://apps.esc13.net/edapp/public/uploads/b730b93ca985309c3057012e2f56f5e5_SuptEvalInstrument2.docx
GRANGER ISD	246905	GISD Administrator's Evaluation	The appraisal system was developed using input from TASB and other school districts.	http://apps.esc13.net/edapp/public/uploads/eccf98025798f630f3bd724d644d92e4_principal performance appraisal.doc
GRAPE CREEK ISD	226907	Grape Creek Administrator Appraisal Instrument	It is a combination of a local developed Administrator Appraisial Instrument and The Commissioner Recommended Student Performance Domain	http://apps.esc13.net/edapp/public/uploads/4b5937c8894cb20f69e24dc9eae23da9_Principal Evaluation Pt1.doc
GRAPELAND ISD	113902	GISD Administrator Appraisal Summary	Locally adopted Likert-based instrument.	http://apps.esc13.net/edapp/public/uploads/49a3715e40ca60333801857d235e76b9_Principal Appraisal Instrument.pdf
GRAPEVINECOLLEYVILLE ISD	220906	GCISD Administrative Appraisal System	It includes 1) Commissioner-Recommended Performance Domains, 2) GCISD expectations, and 3) Robert Marzanoâ€™s 21 Responsibilities. It is diagnostic and reflective, and highlights individual strengths and targeted areas for improvement.	http://apps.esc13.net/edapp/public/uploads/12d96b7ef4eb633ab94717a82e682638_GCISD Administrative Appraisal Document.pdf
GREENVILLE ISD	116905	Greenville I.S.D. Principal Appraisal Form	Appraisal based on performance criteria in the areas of instructional management; school organization/climate; school/organizational improvement; personnel management; adminsitrative fiscal/facilities management; student management; professional growth.	http://apps.esc13.net/edapp/public/uploads/2a815523e750256c9f5aaae94421bf76_Principal evaluation form Greenville ISD.doc
GREENWOOD ISD	165902	Adminstrator Appraisal	Locally developed for all administrators based upon job description categories.	http://apps.esc13.net/edapp/public/uploads/d7ef80e8fb777b4133e46afd86cd1226_1011 Appraisal Form-Principal.doc
GREGORYPORTLAND ISD	205902	GPISD Local Administrator Appraisal System	Appraisal form is based on job description with each item being rated from 0 - 3.	http://apps.esc13.net/edapp/public/uploads/daab26602bcd561f6947951daf500892_EVAL FORM-PRINCIPAL.pdf
GROESBECK ISD	147902	Principal/Assistant Appraisal Form	Administrator Appraisal System first consist of the administrator turning in goals for the school year then the appraisal form is filled out by the administrator and Superintendent.	http://apps.esc13.net/edapp/public/uploads/403b0aaf31d0d5f7fbb46579c07e2b05_Principal Assistant Appraisal Forms.doc

Systems used to evaluate principal performance

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
GROOM ISD	033901	Region XIII Principal Appraisal Worksheets	Principal appraisal based on approved student performance domains established by Texas Education Code. Appraisal instrument available from Region XIII Education Service Center.	http://apps.esc13.net/edapp/public/uploads/c68aecbd677ca8663fd07af2d3bf3c5f_Worksheet10-11.pdf
GROVETON ISD	228901	Commissoer Recommended Studnt Performance Domain	This form provides information from improvement, student passing rates, attendance rate, dropout rate, and campus accountability rating.	http://apps.esc13.net/edapp/public/uploads/06de13778cc142a570984b6933964317_Principal1.pdf
GRUVER ISD	098901	PDAS	Student TAKS scores	http://apps.esc13.net/edapp/public/uploads/ef619c66204e7bc73489d0e7895d730f_Principals.pdf
GUARDIAN ANGEL PERFORMANCE ARTS ACADEMY	015813	No students at this school	No students at this school	http://apps.esc13.net/edapp/public/uploads/68bf18de9c06cb9719b0b887e6e3fe43_TEA letter to admin.doc
GUNTER ISD	091917	Gunter ISD and TEA Evaluation Form	Focuses on Campus Climate and Learning Evironments	http://apps.esc13.net/edapp/public/uploads/731fc3d8d244901abacc72753ba66c02_Principal Eval.Worksheet.2010.pdf
GUSTINE ISD	047903	GUSTINE INDEPENDENT SCHOOL DISTRICT PRINCIPAL EVAL	SUBLECTIVE AND OBJECTIVE APPRAISSAL FORM	http://apps.esc13.net/edapp/public/uploads/e6409d8b1110dc511a060fb0f8e9d28b_2011-2012 principal Evaluation.docx
GUTHRIE CSD	135001	Guthrie CSD Administrator Appraisal	Administrators are scored along several dimensions of school leadership and management.	http://apps.esc13.net/edapp/public/uploads/cdb8125c4c4fe6b907dcfad303652779_Guthrie CSD Campus Administrator Eval Template.pdf
HALE CENTER ISD	095903	Hale Center ISD Local Appraisal System	Administrators are rated on a variety of categories and criteria. Including teacher and student performance.	http://apps.esc13.net/edapp/public/uploads/8b3ae76310e7738f94648bc10170ca09_Principal Evaluation .doc
HALLETTSVILLE ISD	143901	HISD Administrative Appraisal Instrument	Covers instructional management, school/organizational climate, school/organizational improvement, personnel management, administration and fiscal/facilities management, school management, school community relations, professional growth and development	http://apps.esc13.net/edapp/public/uploads/020f0437210da010925a0a323b21d8ec_Appraisal Instrument.PDF
HALLSBURG ISD	161924	N/A	Superintendent serves as principal.	No Public Link Reported
HALLSVILLE ISD	102904	Commissioner Appraisal doc. & District developed	Areas measured student performance, instructional management, school climate, school improvement, personnel management, administration and fiscal facilities, student mangement,school community relations, professional growth development	http://apps.esc13.net/edapp/public/uploads/e2b87bb5070398bde2b0bb87b8eb6604_Administrator appraisal.pdf

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HAMILTON ISD	097902	Local	Likert Scale rating system designed to assess the administrator competencies under the following 3 domains. â€¢ Domain I â€" School Community Leadership â€¢ Domain II â€" Instructional Leadership â€¢ Domain III â€" Administrative Leadership	http://apps.esc13.net/edapp/public/uploads/a9e7317207a02cab265821ca9b537d80_10-11 Principal Evaluation Form.doc
HAMLIN ISD	127903	District developed Hamlin ISD Principal Evaluation	This document consists of Part One (Superintendnet observations and evaluation) and Part Two (Principal self evalustion).	http://apps.esc13.net/edapp/public/uploads/f6695e792ccc5551a73699c0db3ec2b3_Principal Evaluation.docx
HAMPTON PREPARATORY	057843	Director Evaluation Form	The appraisal system measures performance in seven areas of school leadership: 1)Policy implementation, 2) Strategic Planning, 3) Curriculum & Instruction, 4) Financial Management,5) Facilities Management 6)Professional Development,& 7) School Climate.	http://apps.esc13.net/edapp/public/uploads/8721c08f67622399309f73dad1dcbf93_Director Evaluation Form.doc
HAMSHIREFANNETT ISD	123914	Administrator Appraisal System	TASB/TASA	http://apps.esc13.net/edapp/public/uploads/ 4eb802a6cb51fab9d264f518e7d89b46_Worksheet-08-09.pdf
HAPPY ISD	219901	Commissioner-Recommended Student Performance Domai	Worksheet based on AEIS and AYP reports	No Public Link Reported
HARDIN ISD	146904	Locally developed appraisal	Rating scale: Clearly Outstanding, Exceeds Expectation, Meets Expectation, Below Expectations, Unsatisfactory Areas of Evaluation: Adminstrative Resp.; Communication; Leadership and Sup.; Program Resp.;Professional Role; Accountability	http://apps.esc13.net/edapp/public/uploads/5f59e655bbaadfcdfc2a9639ac295518_Principal Appraisal Form.docx
HARDINJEFFERSON ISD	100905	District Created	The system evaluates student performance data and the administrator's performance on items identified in their position description	http://apps.esc13.net/edapp/public/uploads/9e554f80bfda99370fa7d11ac9bd8b0d_Principal Student Domain.pdf
HARLANDALE ISD	015904	Harlandale Locally Developed Appraisal	Evaluation tool focusing on nine critical attributes of leadership with an emphasis on student achievement.	http://apps.esc13.net/edapp/public/uploads/ 584083bd0a5013e315d5883b20c24542_Principal's Evaluation Instrument.doc
HARLETON ISD	102905	Locally Developed	Includes principal competencies, student achievement, and performance goal setting.	http://apps.esc13.net/edapp/public/uploads/ 298f67ec22d1011952fabd82b363af4e_ADMINISTRATOR APPRAISAL RATING INSTRUMENT.doc
HARLINGEN CISD	031903	Region 3 Administrative Appraisal Software	We utilize the Region 3 Administrative Appraisal Software as well as a locally developed appraisal document for campus principals.	http://apps.esc13.net/edapp/public/uploads/ 30d527be9b8961697f7d857a0a9748ab_PRINCIPAL EVALUATION_FORM HCISD 031903.pdf

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
HARMONY ISD	230905	Self developed system	We developed an appraisal system using the job description developed by TASB. We evaluate knowledge of curriculum, instructional programs, teaching effectiveness, budget management, personnel management, policy implementation, and communication skills.	No Public Link Reported
HARMONY SCHOOL OF EXCELLENCE	101858	Performance Evaluation and Feedback	Evaluation forms that are established for principal, assistant principal, sped. coordinator and tite I coordinator.	http://apps.esc13.net/edapp/public/uploads/3519fb71193089a7c7b5a1bbf6b54fdd_Evaluation_Forms.pdf
HARMONY SCHOOL OF SCIENCE HOUSTON	101862	Harmony PDAS	Harmony PDAS is slightly updated version of PDAS used in TX schools	http://apps.esc13.net/edapp/public/uploads/87779f325dcc4796c644b17fc80ce751_classvisits.zip
HARMONY SCIENCE ACAD EL PASO	071806	Harmony PDAS	Harmony PDAS is slightly different than PDAS used in Texas	http://apps.esc13.net/edapp/public/uploads/be64033a78830c4acf90c02cf309dc00_Principal Evaluation Report for assisstant principals.pdf
HARMONY SCIENCE ACAD FORT WORTH	220813	Harmony PDAS for Administrators	School principal evaluates assistant principals using Harmony PDAS for administrators.	http://apps.esc13.net/edapp/public/uploads/4defa7f7bd856613696f5b48e00c0bad_HArmony PDAS for Administrators.pdf
HARMONY SCIENCE ACAD LUBBOCK	152805	Harmony PDAS	Harmony PDAS is slightly changed version of PDAS used in State of Texas.	http://apps.esc13.net/edapp/public/uploads/758c7ae261819b0d96c8ce5d34eb8362_Evaluation repots (2).zip
HARMONY SCIENCE ACAD SAN ANTONIO	015828	HARMONY ADMIN PDAS	Harmony PDAS is a slightly modified version of PDAS used in state of TEXAS.	http://apps.esc13.net/edapp/public/uploads/65610fa8917d31494c1e458ef3569f87_Harmony PDAS.zip
HARMONY SCIENCE ACAD WACO	161807	Harmony PDAS for Administrators	Appraisal system used by Principals to evaluate administrators at local campuses.	http://apps.esc13.net/edapp/public/uploads/2fbdaf061d52014413d3d4ec199f06c3_Adminevaluations.zip
HARMONY SCIENCE ACADEMY	101846	H-PDAS	Assistant Principals, Title I coordinators and Special Education Coordinators are evaluated with this appraisal system.	http://apps.esc13.net/edapp/public/uploads/dcc4cd35ce264a12767c74b2dac41b63_Principal Evaluation Report for assisstant principals.docx
HARMONY SCIENCE ACADEMY BROWNSVILLE	031803	Harmony PDAS	The purpose of this evaluation is to give directions and feedback to the assistant principal for their performance, appreciate the strong areas and give directions about the areas that need improvement.	http://apps.esc13.net/edapp/public/uploads/0326ec9707ad8b406d7be177741187cc_Principal Evaluation Report for assisstant principals.docx
HARMONY SCIENCE ACADEMY LAREDO	240804	Harmony PDAS	The purpose of this evaluation is to give directions and feedback to the assistant principal and administrators for their performance, appreciate the strong areas and give directions about the areas that need improvement.	http://apps.esc13.net/edapp/public/uploads/13003f0f667d0a1b059ef5c6235bc859_Principal Evaluation Report for assisstant principals.docx
HARMONY SCIENCE ACADEMY AUSTIN	227816	Harmony Administrator Appraisal System	26 evaluation questions.In the attached document you will find it.	http://apps.esc13.net/edapp/public/uploads/7577bb869bc0602e18fa995fb59388d2_Principal Evaluation Report for assisstant principals.docx
HARPER ISD	086902	Commissioners Reccommended Administrator Appraisal	District developed	http://apps.esc13.net/edapp/public/uploads/4d61f800531738e414c0bede79226aeb_PRINEVAL[1].pdf

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
HARRIS COUNTY DEPT OF ED	101000	Principal Assessment	Prncipals indicators based on eight domains.	http://apps.esc13.net/edapp/public/uploads/1c17f04b2b6c7b5f4898b802a086d365_Principal Self-Appraisal.docx
HARROLD ISD	244901	Harrold ISD Principal Appraisal Instrument	The instrument evaluates the adminstrator on 9 domains. Those domains are rated for 1 to 5 and 5 being the best. As well as an area for comments. There is a seperate addition that allows to grade the performance of the school AEIS report.	http://apps.esc13.net/edapp/public/uploads/af66835f12ee414da1a1a8b9257f4938_Principal Appras. Worksheet.pdf
HART ISD	035902	Commissioner Recommended Appraisal - Principals	I used the commissioner recommended appraisal.	http://apps.esc13.net/edapp/public/uploads/ 3d5883ccf9c6764b01819db4bff208f6_DOC001[1].txt
HARTLEY ISD	103902	Locally adopted appraisal	Locally adopted appraisal	http://apps.esc13.net/edapp/public/uploads/18902ecc800667234c52d91cc2a74010_SVincent pdf files[1].txt
HARTS BLUFF ISD	225907	Harts Bluff Adminsitrator Evaluation	Harts Bluff has a District developeed appraisal instrument and also uses the Commissioner-Recommended Student Performance Domain Instrument.	No Public Link Reported
HASKELL CISD	104901	HCISD Principal Evaluation	Student Performance Domain, Instructional Management,School Climate, School/Organizational Improvement, Personnel management,Student Management,School Community Relations, and professional Growth and Development	http://apps.esc13.net/edapp/public/uploads/477b76466e498d7525070786026f77c0_PRINcipal evaluation.doc
HAWKINS ISD	250902	Campus Administrator Appraisal and Summative Evalu	The system rates campus administrators in several areas of job performance based on campus and student progress and sets goals.	http://apps.esc13.net/edapp/public/uploads/ 9d9d3c337770c20ed693da2919fb5002_administratorappraisal.pdf
HAWLEY ISD	127904	Hawley ISD Administrator Appraisal System	Administrators are appraised using the same rating scale as teachers. The areas addressed are those areas necessary to maximize student success	http://apps.esc13.net/edapp/public/uploads/d76b97e7918196495acb08bf7d598d81_filelist.xml
HAYS CISD	105906	Hays CISD Principal Summative Evaluation Report	Principals are rated on 9 compentencies - instructional leadership, school morale, school improvement, personnel management, management of fiscal functions, school/community relations, principal professional development and student performance.	http://apps.esc13.net/edapp/public/uploads/1737461ab961fa1748fb74922c05c1ca_Principal Evaluation 2011.doc
HEARNE ISD	198905	Commisioners Recommended Appraisal Process	The appraisal includes consideration of the performance of a principal's campus and recommended commisioners domains.	http://apps.esc13.net/edapp/public/uploads/e3c15893566c4b645a44e5bbe972b33c_Principal Appraisal Instrument -Hearne ISD[1].docx
HEDLEY ISD	065902	Commissioner-Recommended Student Performance Domai	The commissioner-Recommended Student performance Domain and Local Indicators and narrative were used to evaluate administrators.	http://apps.esc13.net/edapp/public/uploads/72664231f213965bd4f0e70fb5e0675a_Principal App.pdf

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
HEMPHILL ISD	202903	PDAS	State PDAS System	No Public Link Reported
HEMPSTEAD ISD	237902	Modified PDAS/TASB Model	The TASB model evaluation is followed along with the analysis of student indicators provided by the PDAS evaluation for Administrators. Self evaluation is utilized along with the evaluation of administrators by the superintendent.	http://apps.esc13.net/edapp/public/uploads/2583b74fe4dad8801017a52e913ac550_principal eval.doc
HENDERSON ISD	201902	HISD Administrative Appraisal	Administrators are appraised in the following areas: student achievement, budget, instructional leadership, plant management, collaboration, leadership, etc.	No Public Link Reported
HENRIETTA ISD	039902	Commissioner Recommended Student Performance Domai	Along with the commissioner recommended student performance domain, administrators completed a self appraisal. Three statements are addresed concerning major accomplishments, goals not accomplished, and goals for the next school year.	http://apps.esc13.net/edapp/public/uploads/017858a3d02e26dc8a38c79c95921c24_Principal Appraisal.pdf
HENRY FORD ACADEMY ALAMEDA SCHOOL FOR ART DESIGN	015833	HFLI Prin. Administrator Appraisal	HFLI developed system to measure student, school culture and performance. This tool is used for schools in Detroit, Dearborn, Chicago and San Antonio.	http://apps.esc13.net/edapp/public/uploads/10f5972ea290f808f2992734d579a6d6_HFLI principal evaluation narrative2011.doc
HEREFORD ISD	059901	Local Campus Principal/Campus Admin/District Admin	A Rubric of district initiatives: Instructional Management of Learning, planning, improvement; Campus Mgmt;Individually designed obj, reviewed quarterly Also includes the Commissioner-Recommended Student Performance Domain worksheet	http://apps.esc13.net/edapp/public/uploads/0c24c45b37b4c87173d82c9dcbb3cb41_HISD Principal Evaluation 10-11 Revision 1 - 11-23-08.docx
HERMLEIGH ISD	208901	Hermleigh Campus Principal Appraisal Form	Designed to establish duties and to record perceptions of the administrators strengths and weaknesses based on the job description.	http://apps.esc13.net/edapp/public/uploads/3682e6d0e3339f8cf96bd4e4fd9c70af_Hermleigh Campus Principal Appraisal Form.pdf
HICO ISD	097903	HISD Principal Evaluation Instrument	A ranking of 1, 2, or 3 in six areas - several objectives per area	http://apps.esc13.net/edapp/public/uploads/4f88c39ef120f723d676cd456fb21b53_Principal Evaluation Instrument.pdf
HIDALGO ISD	108905	Locally Developed	The locally developed system assess administrators in 13 domains, such as: Communication Knowledge and Skills' Collaboration Processes and Skills, Assessment/Measurement/Evaluation, Organizing for Results, Planning, Federal/State/Local Laws	http://apps.esc13.net/edapp/public/uploads/ 5a9c8c839262171b3730bcb76d45f866_Administrator Evaluation Instrument.pdf
HIGGINS ISD	148903	TEA Admistrator system	We use the version of the TEA system for administrators.	http://apps.esc13.net/edapp/public/uploads/ 98ca0a01a6d89a8fccbb0b8a073bbcd3_superintendent evaluation 2010-11.docx

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
HIGGS CARTER KING GIFTED TALENTED CHARTER ACAD	015803	N/A	N/A	http://apps.esc13.net/edapp/public/uploads/41caeb5ed81963c740e3c707e17399aa_Action 100 News.doc
HIGH ISLAND ISD	084903	High Island ISD Principal Appraisal System	This appraisal follow the comissioner recommended syste.	http://apps.esc13.net/edapp/public/uploads/e720fd8b68d6b7843ebeaad7d9b13562_Principal eval part 1.pdf
HIGHLAND ISD	177905	HISD Principal Appraisal Instrument	Evaluation system based on instructional management, school/organizational climate and improvement, personnel management, fiscal & facilities management, student management, professional growth & development, school/community relations, AEIS	http://apps.esc13.net/edapp/public/uploads/4a39f47ea89cc0eb48b3e3b0f5be2d7f_HISD Principal Appraisal Instrument Final.doc
HIGHLAND PARK ISD	188903	PDAS	Professional Development and Appraisal System encompasses all eight domains.	No Public Link Reported
HIGHLAND PARK ISD	057911	Administrator Evaluation Narrative	Self-reflective tool completed by the Admin, and then reviewed by the Superintendent. Includes goals for current and future school years.	http://apps.esc13.net/edapp/public/uploads/0a0ffad1453110731b29d5d3bc44d147_CI - Administrator Evaluation and Reflection Spring 2011.docx
HILLSBORO ISD	109904	HISD Administrator Performance Appraisal	Evaluates administratorâ€™s performance including analysis related to the student performance domain; communicates goals, identifies successes & areas of needed growth; analysis of achievement trends & documents compliance with statute.	http://apps.esc13.net/edapp/public/uploads/2f1def34a37b56053c154e817374cad3_HISD Administrator Appraisal.pdf
HITCHCOCK ISD	084908	Performance Evaluation	HISD uses an intenal form specific to administrative job descriptions.	http://apps.esc13.net/edapp/public/uploads/ 53deb8a253ddad45042b854d8f493ed8_Performance Evaluation 042903.doc
HOLLAND ISD	014905	Commissioner-Recommended Student Performance Domai	Evaluations occur each July for data analysis and goal setting.	http://apps.esc13.net/edapp/public/uploads/ 6cf33976a3fb8cf350161a3a04d91db2_Administrator Evaluation.pdf
HOLLIDAY ISD	005902	Commissioner-Recommended Student Performance Domai	TEA issued system	http://apps.esc13.net/edapp/public/uploads/31ec11dba1bdecc69cda3ad054dd830b_Principal Appraisal Form.pdf
HONDO ISD	163904	locally developed	Domains evaluated: Instructional mgmnt School/organizational climate/improvement Personnel mgmnt Administration & fiscal/facilities mgmmt Student mgmnt School/community relations Professional Growth & Development Academic Performance Objectives	http://apps.esc13.net/edapp/public/uploads/e1c60a42b2f3182caf2bbcbed123eef8_Evaluations - Principal.pdf
HONEY GROVE ISD	074907	Honey Grove ISD Principal's Performance Report	Appraisal consists of eight domains. Each principal is scored on a scale ranging from unacceptable to exemplary in each domain.	http://apps.esc13.net/edapp/public/uploads/8c94079a7f8042ee70aa5d9f7927f553_Principal Appraisal.pdf

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HONORS ACADEMY	057825	In-House Developed along with Charter School Frame	A combination of self evaluation and supervisor evalutaion on a number rating scale. We also us as part of our considerations the Quality Framework Survey from Texas Charter Schools Association.	http://apps.esc13.net/edapp/public/uploads/9b7789f1f8442f1532f2b2af3f1c3fea_Employee Evaluation Form.doc
HOOKS ISD	019902	not applicable	not applicable	http://apps.esc13.net/edapp/public/uploads/ 1ffe3cbfe437d2edb7a143cc40e8b8ad_Professional Appraisal Tool HOOKS ISD.pdf
HOUSTON CAN ACADEMY CHARTER SCHOOL	101812	none	none	http://apps.esc13.net/edapp/public/uploads/ a99613b976c0b4c77fb633bd9d6e199c_appraisal.doc
HOUSTON GATEWAY ACADEMY INC	101828	Local HGA appraisal system.	Regular meetings during the year to discuss areas of improvement and strengths. End of the year report submitted to CEO.	http://apps.esc13.net/edapp/public/uploads/72d05198700aad8a178e3019582d224c_AP evaluations.docx
HOUSTON HEIGHTS HIGH SCHOOL	101821	Administrator Evaluation	Review of TEA data from multiple sources including state and federal accountability, financial data, and direct reports.	No Public Link Reported
HOUSTON HEIGHTS LEARNING ACADEMY INC	101829	N/A	N/A	No Public Link Reported
HOUSTON ISD	101912	HISD School-Site Administrator Appraisal System	Administrators are appraised annually with a locally adopted appraisal system which consists of 12 domains. An overall assessment rating is determined using a holistic approach.	http://apps.esc13.net/edapp/public/uploads/b732e9b4bb1b469b6593e328b1b935d7_HISD School-Site Administrator Appraisal System.pdf
HOWE ISD	091905	locally developed	based on TASB job description, district/campus goals adopted by board and commissioner recommended student performance worksheet	http://apps.esc13.net/edapp/public/uploads/ ad1dd11527430a2c4e393ef62c4aa2de_Evaluation- Principal - Part II.doc
HUBBARD ISD	109905	PDROAS	Performance Driven Results Oriented Appraisal System. Developed using chaper 150.1021 of TEA Commissioner Rules Concerning Educator Appraisal	http://apps.esc13.net/edapp/public/uploads/ ee2e491b4cab37bcef6a8083b93b0412_Administrator Appraisal Form.pdf
HUBBARD ISD	019913	Superintendent Performance Appraisal	One person serves as Principal/Superintendent and is rated on various objectives from student performance to overall district growth/goals met.	http://apps.esc13.net/edapp/public/uploads/156e6031167887e766547abe8862de68_Supt. Appraisal Fill In Form.docx
HUCKABAY ISD	072908	Principal Evaluation Instrument	The instrument measures performance in the following areas: instruction, student mgmt., school improvement and climate, community relations, professional growth, fiscal/facility mgmt., personnel, and AEIS	http://apps.esc13.net/edapp/public/uploads/1ad5656fbdb63b3d423f6b1926151457_Principal Evaluation.doc

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HUDSON ISD	003902	Locally Developed	Indicators addressing: Vision, High Student Performance, Safe and Orderly Schools, Quality Teachers, Administrators, Staff, Effective and Efficient Operations. 50% of evaluation is based on evaluation of campus plans, TAKS scores-campus rating.	http://apps.esc13.net/edapp/public/uploads/76f675694a4be84ed377e2d37e9b68f2_Administrator Evaluation Template.doc
HUFFMAN ISD	101925	Huffman ISD Appraisal	Locally developed appraisal based on job descriptions	http://apps.esc13.net/edapp/public/uploads/9898345f6afd42856252b89361759eb2_Principal.doc
HUGHES SPRINGS ISD	034903	TASB Model, Region 13 Principal Assessment Instrum	We use a staff survey, TASB Model Appraisal Form and Regio 13 Principal Assessment Instrument	http://apps.esc13.net/edapp/public/uploads/0a02c129dd98ebccd3ea4911a509e67a_Evaluation-Administrator[1].doc
HULLDAISETTA ISD	146905	HULL-DAISETTA ISD INDEPENDENT SCHOOL DISTRICT	Monitors the following domains: Instructional Management,School Morale ,School Improvemen,Personnel Management,Student Management, School and Community Relations, Professional Growth and Development, Management of Administrative Functions	http://apps.esc13.net/edapp/public/uploads/ad2efbaf0e6bab19aa86f3ddb0cabbb6_principal appraisal.doc
HUMBLE ISD	101913	Administration and Professional Support Review	Administration and Professional Support Review provides for annual appraisals of all campus administrators.	http://apps.esc13.net/edapp/public/uploads/258161d2cdd141d633ca48ef8038d314_Administrator Information.doc
HUNT ISD	133902	Hunt ISD Evaluation of Administrator	Locally developed based on job description	http://apps.esc13.net/edapp/public/uploads/e4732bb2e468b0aef066142aff97c654_Job Description-Principal.pdf
HUNTINGTON ISD	003904	PDAS Administrator Appraisal	We utilize the Region 13 ESC model.	http://apps.esc13.net/edapp/public/uploads/25d58cddd78ef7cc1ad805f1a49a6cfa_Admin Appraisal WKST.pdf
HUNTSVILLE ISD	236902	(Locally Developed) Principal's Appraisal	Domains based on Effective School Research: A Guide to School Improvement	http://apps.esc13.net/edapp/public/uploads/660b5c8fd77ea1d2be5cb491193905c2_Principal's Evaluation 2.pdf
HURSTEULESSBEDFORD ISD	220916	Hurst-Euless-Bedford ISD Administrator Appraisal	This system is aligned with the District's Goals, objectives, student performance, and the Continuous Improvement Process.	http://apps.esc13.net/edapp/public/uploads/cb0e49270a16025e945818d88d90f6da_Administrative Employee Summative Performance Appraisal.Sample Documentdocx.pdf
HUTTO ISD	246906	Administrator Appraisal Instrument	The instrument is conconstructed based on the adopted job description. For principals, it includes the Commissioners recommended worksheet for the student data domain.	No Public Link Reported
IDALOU ISD	152910	Idalou Principal's Appraisal System	Modeled from Texas Association of School Board example	http://apps.esc13.net/edapp/public/uploads/4b09690001e2c0c071b170e35f405eae_principal instru.pdf
IDEA PUBLIC SCHOOLS	108807	IDEA Leadership Competencies	Administrators are evaluated biannually on IDEA's leadership competencies as well as progress toward goals.	http://apps.esc13.net/edapp/public/uploads/2c50a90a60985ebbe7caaef803d891e5_IDEA Leadership Competencies Updated 4 29 11.docx

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
INDUSTRIAL ISD	120905	District developed Administrator Evaluation system	We start with the TASB recommended Administrator Job Description and amend it according to the job duties performed. Then an evaluation report is developed based on the job descriptions.	http://apps.esc13.net/edapp/public/uploads/df3b35137a65099e5ec13d1d50d0f7aa_HS Prin. Evaluation Blank Form.doc
INGLESIDE ISD	205903	TASB	Annual appraisal based on objectives created for the performance period and assessment of campus goal achievement	http://apps.esc13.net/edapp/public/uploads/aeafd5bfa11d1abc8582d749caf0c0d6_Appraisal Form Principals Evaluation 2010.doc
INGRAM ISD	133904	Superintendent determined	Based on TASB Job Descriptions	http://apps.esc13.net/edapp/public/uploads/89346889ca27f300a07f8fd1522c7630_Principal Evaluation 2011.docx
INSPIRED VISION ACADEMY	057830	Administrator Evaluation Tool	Goal oriented, based on set goals and how many expectations were met, and on student performance.	http://apps.esc13.net/edapp/public/uploads/ f0aafe8d41525200185776ccf606c6aa_ADMINISTRATOR'S EVALUATION TOOL.docx
IOLA ISD	093903	Principal Appraisal Instrument	Evaluates school climate, school improvement, instructional management, personnel management, student management, professional growth, school/community relations, campus performance objectives	http://apps.esc13.net/edapp/public/uploads/ a13f750c9f0398d5a39a701bf8ae7082_educatorappraisal (1).pdf
IOWA PARK CISD	243903	Assistant Principal Evaluation Instrument	The appraisal instrument details performance responsibilities including instruction, campus morale, campus improvement, student management, management of personnel, and other management duties.	http://apps.esc13.net/edapp/public/uploads/b28fbc3bfe94f8669590695f6a06e211_Principal Appraisal Document.pdf
IRA ISD	208903	Administrative Employee Performance Appraisal	Includes Key Responsibilities, Accomplishments, and Key Performance Factors	http://apps.esc13.net/edapp/public/uploads/ 2fffda14e4f2fe29f117a53e39c919a0_PerformanceAppraisal-StaffCurrent.doc
IRAANSHEFFIELD ISD	186903	Local Appraisal patterned after TASB.	Local Appraisal patterned after TASB.	http://apps.esc13.net/edapp/public/uploads/4a9b49aefa807f4606f560f338cc2f69_2005 Administrator's Appraisal Summary 1.doc
IREDELL ISD	018906	District Approved Superintendent Appraisal	Superintendent appraisal form developed by board and superintendent.	http://apps.esc13.net/edapp/public/uploads/1f3f04b30d13897c4f60fa2388c8e11e_supt evaluation form.pdf
IRION COUNTY ISD	118902	Locally Developed Appraisal	Locally developed by superintendent utilizing self-appraisal and a conference on entire scope of duties and performance	http://apps.esc13.net/edapp/public/uploads/823920eb7acaf5f5b38e4066f58f6dc2_Principal's Appraisall.docx
IRVING ISD	057912	Principal/Vice Principal Evaluation System	District created instrument based upon Principal standards	http://apps.esc13.net/edapp/public/uploads/d779f15873d7e17b221979323618019a_Principal Evaluation.doc
ITALY ISD	070907	Locally Developed Appraisal System	Includes performance competency areas of instructional management, school morale, school improvement, personnel management, student management, school and community relations, professional growth and development, and student performance.	http://apps.esc13.net/edapp/public/uploads/1580fc1e131735b1557eeb1e69bcc0a8_Principal Evaluations.doc

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
ITASCA ISD	109907	Itasca ISD Administrator Appraisal System	Determines performance based on position responsibilities on a 1 - 5 scale. 1 being "consistanly unacceptable" and 5 being "continually exceptional."	http://apps.esc13.net/edapp/public/uploads/d4de9b078ff9e5df4af45dd0a21b428e_Principal Eval.docx
JACKSBORO ISD	119902	TASB Commissioner Recommended Administrator Apprai	Performance based, overall job performance through review of student performance data, general & specific responsibilitilties & skills, & directly linked to TEA's recommended student performance domain.	http://apps.esc13.net/edapp/public/uploads/958c475711c9d0041e0b810c48f3b218_20110520111517.pdf
JACKSONVILLE ISD	037904	JISD Administrator Appraisal	JISD Administraotr appraisal consists of a Summative Conferece Checklist, a summative report, and a goal evaluation report that mirrors the job description.	http://apps.esc13.net/edapp/public/uploads/d83a3c06ee30d711f0549bc3024fef44_Principal summative form.doc
JAMIES HOUSE CHARTER SCHOOL	101822	RMA Principal's assessment	Comprehensive principals evaluation system that covers from academic performance to student achievement	http://apps.esc13.net/edapp/public/uploads/d13ed22bc8122cb4367fcad8fb6f53c1_Support Staff Evaluation Form_JHCS.doc
JARRELL ISD	246907	Exempt Employee Annual Performance Appraisal	A rating system that covers 8-10 areas leadership areas. Also included is the Commissioner-Recommended Student Performance Domain Worksheet.	http://apps.esc13.net/edapp/public/uploads/8dc938cf492cae4dd682c47a8f5b4ebf_Principal Appraisal Instrument.doc
JASPER ISD	121904	Superintendent designed for central office Admin.	The system in place for central office administrators and campus principals has been designed by the current superintendent. Appraisal for assistant principals has been developed based on the TASB guide.	http://apps.esc13.net/edapp/public/uploads/6a405b5a27caf3b8c5f9b0c0e2a348bd_Assistant Principal Evaluation Form.doc
JAYTONGIRARD ISD	132902	Jayton-Girard ISD Administrator Appraisal System	Administrators are evaluated according to performance of duties as outlined/defined within his/her job description.	http://apps.esc13.net/edapp/public/uploads/caa6909429fc3ff104d26b224d6de9f5_JGISD Principal Evaluation.pdf
JEAN MASSIEU ACADEMY	057819	Superintendent/Principal Appraisal	Board created appraisal with assistance from TEA Conservator	http://apps.esc13.net/edapp/public/uploads/96755612ce37670eed9f8fa9386376e0_Superintendent Appraisal.doc
JEFFERSON ISD	155901	Admin. Performance Appraisal & Commissioners Recom	The Administrators Perf. Appraisal instrument addresses the leadership domains and competencies. Use of all components of Commissioners Recommended Student Performance domain.	http://apps.esc13.net/edapp/public/uploads/9ab2aa2e303137672d085778de43d84d_Coyle %20ADMINISTRATOR%20PERFORMANCE%20APPRAISAL[1].doc
JESSE JACKSON ACADEMY	101831	No students at this school	No students at this school	http://apps.esc13.net/edapp/public/uploads/1cce1c395f8ac75b4c25d2cf7c9ee760_TEA letter to admin.doc
JIM HOGG COUNTY ISD	124901	PDAS	Provided by ESC	http://apps.esc13.net/edapp/public/uploads/8084a08be46ee28b477e0d432a8f1e83_evaluation.pdf

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
JIM NED CISD	221911	Locally Developed Chapter 21.354	Appraisal system developed on the nine criteria listed in Chapter 21.354 with the exception of board/superintendent relations	http://apps.esc13.net/edapp/public/uploads/1db8b9a82903bf411eb6d7f05e441edc_Administrator Evaluation Form.doc
JOAQUIN ISD	210902	Joaquin ISD Administrator Appraisal	Evaluated on: Communication, Effort, Attitude, Task Performance, Supervisory Skills	http://apps.esc13.net/edapp/public/uploads/091c0d1908c63e3d96aebdb55f57a9eb_jisd principal evaluation form.zip
JOHN H WOOD JR PUBLIC CHARTER DISTRICT	015808	PBL Scorecard	Administrators have 10-15 objectives they are targeted to meet throughout the year.	No Public Link Reported
JOHNSON CITY ISD	016901	Commissioner's Recommd. Student Performance Domain	Commissioner's Recommended Student Performance Domain Worksheet and Summary document is used	http://apps.esc13.net/edapp/public/uploads/48c21b7570b22fd42f8aeaf4c6b40278_Comm Rec Student Performance Domain Worksheet.pdf
JONESBORO ISD	050909	JISD Developed	Both appraisal systems were developed by the board and evaulate administrators based upon the competencies set by the state of Texas.	http://apps.esc13.net/edapp/public/uploads/b3384ff367745882d5faebdd8abb5a17_Superintendent evaluation.doc
JOSHUA ISD	126905	Local	Measures goals & objectives and management & leadership skills	http://apps.esc13.net/edapp/public/uploads/f1ad81785689e4699bfb18691b9fca56_Asst Superintendent Evaluation Template.pdf
JOURDANTON ISD	007902	Jourdanton ISD Admin Performance Evaluation	Administrator evaluation system is based on job description.	http://apps.esc13.net/edapp/public/uploads/ea39510e64363def7aaef8537554d998_Admin Eval.DOC
JUAN B GALAVIZ CHARTER SCHOOL	101852	Modified PDAS/Commisioner-Reccomended Student Perf	The PDAS domains relevant to administrators are used as well as the Commisioner-Recommended Student Performance Domain.	http://apps.esc13.net/edapp/public/uploads/4ff6098cc0d930d2104107c23b53a8df_Administrator Appraisal 1.pdf
JUBILEE ACADEMIC CENTER	015822	Local Appraisal System with Commisioner Worksheet	Principals are evalauated on 10 domains along with the commisioner -recommended Student performance domain	http://apps.esc13.net/edapp/public/uploads/93d92776049816d7810bc128c0f2c5cb_JAC_Principal_Appraisal_Intrument.pdf
JUDSON ISD	015916	Principal Appraisal Form	It covers the following domains: instructional mgmt; organizational morale; organizational improvement; personnel mgmt; mgmt of admin, fiscal & facilities functions; student mgmt; school/community relations; professional growth & dvlpt	http://apps.esc13.net/edapp/public/uploads/582d6965364b7862507a16003edc70b7_Principal Evlauation-Summary Pages Domains I-VII.doc
JUNCTION ISD	134901	Administrator Performance Evaluation	Performance is tied to goals and job description	No Public Link Reported
KARNACK ISD	102901	Commissioner Recommended Student Performance Domai	The Board considers information on this worksheet in discussing and evaluating each area of administrator responsibilities. These areas include instructional management, school or organization morale, school or organization improvement, personnel mgmt.	http://apps.esc13.net/edapp/public/uploads/2a6f984ce623a01d5a41cece0b84e750_Principal-Worksheet.zip
KARNES CITY ISD	128901	Karnes City ISD Principal Appraisal	Nine domains. Each indicator rates administrator on a range of five points from Clearly Outstanding to Unsatisfactory	http://apps.esc13.net/edapp/public/uploads/ce8f24c5421fce48e92c754ae2cd8489_2010-2011 Principal-blank.doc

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
KATHERINE ANNE PORTER SCHOOL	105801	Administrator Performance Evaluation	Evaluates administrative staff across 6 distinct areas of campus leadership.	http://apps.esc13.net/edapp/public/uploads/4aebc9ea41f6c2ccc09663538b116b32_admintool.pdf
KATY ISD	101914	Principal/AP Evaluation Instrucment and K-PAS	We use 2 systems. One for prins. & APs is more "traditional" in nature with 10 domains. The other (K-PAS) is designed only for prins. who have demonstrated proficiency in all domains for 3 consecutive years. It focuses on goal setting and the 10 domains.	http://apps.esc13.net/edapp/public/uploads/259fb51cbafba452325578994d58ed36_Katy ISD Principal and AP Appraisal Systems.pdf
KAUFMAN ISD	129903	Commissioner Approved Appraisal System	Considers student success in several areas.	No Public Link Reported
KEENE ISD	126906	TASB model for administator appraisals	Locally adapted criteria from TASB model	No Public Link Reported
KELLER ISD	220907	KISD Administrative Appraisal System	The Appraisal System consists of individual and collaborative goals setting (routine goal, above standard goal, and personal professional goal), 7 proficiency areas, a mid-year evaluation, a summative conference.	http://apps.esc13.net/edapp/public/uploads/86ca164092b48bb6220801a376787a94_KISD Administrative Appraisal System.pdf
KELTON ISD	242905	Kelton I. S. D.	Uses local criteria as well as state mandated domains	http://apps.esc13.net/edapp/public/uploads/6ccd80b2b5ff3d833a38a00149ad2b40_Principal Appraisal Instrument.doc
KEMP ISD	129904	TEA Model	Appraisal is based on areas in job description ie facilities management, student management, professioanl development, budget management, Campus Climate, Student Success	http://apps.esc13.net/edapp/public/uploads/e01cbdcaa93a165eadbb5935bcbd867a_PRINCIPAEVL.doc
KENEDY COUNTY WIDE CSD	131001	Supt Evaluation Compilation/Summary Appraisal Rept	This evaluates performance goals in the areas of educational leadership, district management, and board and community relations.	No Public Link Reported
KENEDY ISD	128902	TEA Administrative PDAS	It is the State recommended criteria. Overall job duties and student performance included in the evaluation each year.	http://apps.esc13.net/edapp/public/uploads/d01b3c9d0cbbe3510c9d57a2e12bc920_ADMINISTRATOR001.txt
KENNARD ISD	113906	TASBE Recommended Form	TASBE Recommended Form	http://apps.esc13.net/edapp/public/uploads/066c91614f4c5e9b05e05f2901e087c2_TASBEPrincipalEvalPage1.pdf
KENNEDALE ISD	220914	Kennedale ISD Administrator Appraisal System	It is a locally developed appraisal system that addresses the areas required by the state for principal appraisal and incorporates other areas that are conducive and necessary to a successful school.	http://apps.esc13.net/edapp/public/uploads/395b901a3e8c857990b32679a08c1418_KISD Principal Appraisal adopted march 26 2009.doc
KERENS ISD	175907	Locally defined appraisal system	The administrator appraisal system is based on the job description provided by TASB.	http://apps.esc13.net/edapp/public/uploads/dc9b660f7b0d680fc166e4d7ec64ea8c_Principal evaluation.pdf

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
KERMIT ISD	248901	Administrator Appraisal	Administrators are rated on a 5 point scale, 5 being Exceeds Expectations, in several areas from instructional management to school community relations.	http://apps.esc13.net/edapp/public/uploads/8484b1c6e9728082b85da7f47072ca2d_Principal Appraisal Instrument.pdf
KERRVILLE ISD	133903	Kerrville ISD Principal Appraisal System	The appraisal system is based on the school goals and presented to the superintendent at the beginning of the year and then again at the end of the year using data to show met expectation or did not meet expectation.	http://apps.esc13.net/edapp/public/uploads/e1904f617699220c8a9f7435dbaa7a62_Kerrville Independent School District Principal Evaluation.rtf
KILGORE ISD	092902	Kilgore ISD Administrator Appraisal	This appraisal form is used with campus and central administrators.	http://apps.esc13.net/edapp/public/uploads/655013a1b4d1ddc3657caa48fdc18247_Administrator Evaluation Form.pdf
KILLEEN ISD	014906	Campus Principal Appraisal	The campus principal appraisal includes 9 domains, 8 of which are specific to the roles and responsibilities. The remaining domain is the Commissioner's Student Performance Domain.	http://apps.esc13.net/edapp/public/uploads/375df3f9f904db528440750717306a2d_Student_Performance_Domain PDAS[1].pdf
KINGSVILLE ISD	137901	Principal - Appraisal Form	The appraisal form constitutes 9 areas to be assessed. They are included in the attachment. This instrument is used for principals only and not assistant principals as they have their own appraisal form.	http://apps.esc13.net/edapp/public/uploads/5c3b93baa7764f7c177e4ac8256cf502_PRINCIPALS.doc
KIPP ASPIRE ACADEMY	015826	N/A	N/A	No Public Link Reported
KIPP AUSTIN PUBLIC SCHOOLS INC	227820	KIPP Austin Public Schools Performance Management	We use a system where administrators (principals and assistant principals) are evaluated at mid-year and the end-of- year on achieving fucnional goals and performance based on the applicable rubric for their position.	http://apps.esc13.net/edapp/public/uploads/9497bd4e2e5150dffed036e8ac806d6b_Principal & AP Evaluation Packet.pdf
KIPP INC CHARTER	101813	KIPP School Leader Appraisal	The KIPP School Leader Appraisal provides constructive feedback to school leaders by focusing on the values of Honor, Enjoy, Commit, Excel, and Persist and how those values are demonstrated through their leadership on the campus.	http://apps.esc13.net/edapp/public/uploads/1def37aaa86a042df0a1910dc47f3038_KIPP School Leader Appraisal.docx
KIPP SOUTHEAST HOUSTON	101860	KIPP School Leader Appraisal	The KIPP School Leader Appraisal provides constructive feedback to school leaders by focusing on the values of Honor, Enjoy, Commit, Excel, and Persist and how those values are demonstrated through their leadership on the campus.	http://apps.esc13.net/edapp/public/uploads/b68343089861687d5fbc35feb7c3e25b_KIPP School Leader Appraisal.docx
KIPP TRUTH ACADEMY	057837	Non-Teaching Performance Evaluation	same as above	No Public Link Reported

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
KIRBYVILLE CISD	121905	Kirbyville CISD Evaluation ,Commissioner Rec.	This tool cover each Domain and ties in student preformance as well as local things that are a part of our district.	http://apps.esc13.net/edapp/public/uploads/af0f62334504cfd730c4d71ebe730ecd_Principal Evaluation Instrument..Master.pdf
KLEIN ISD	101915	KISD Administrative Evaluation Instrument	Administrators are evaluated on Instructional Management, School or Department Climate, Personal Management, General Administration, Fiscal/Facilities Management, Student Management, School/Department Improvement, and Professional Growth and Development	http://apps.esc13.net/edapp/public/uploads/ 3dc91cb1c146a2daafe6d038450b1ec2_EvalInstrSummative.pdf
KLONDIKE ISD	058905	KISD Appraisal of Principal - Parts I & II	Part I is an appraisal of the principal done by the superintendent. Part II is input by the staff on the principal. Part I is the only part that is seen by the principal. Staff input is relayed to the principal through the superintendent.	http://apps.esc13.net/edapp/public/uploads/f24bab47009183677b53241c673753be_Principals Apprsisal Part2.doc
KNIPPA ISD	232901	Superintendent Evaluation	I serve the district as the Superintendent. Without an administrator at the campus level, I assume campus responsibilities as well. With this said, the board provides an annual superintendent evaluation that includes campus performance indicators too.	http://apps.esc13.net/edapp/public/uploads/6f1b60fcb14d05deb1d1d47a8163f2be_TEA.PDAS. 070911.doc
KNOX CITYOBRIEN CISD	138902	Administrator Appraisal	We use the appraisal instrument dissimentated by region 9 in 1991	http://apps.esc13.net/edapp/public/uploads/ 73d33b5628fafb8286c69ff95f52f2a9_administratorappraisal.pdf
KOINONIA COMMUNITY LEARNING ACADEMY	101863	Principal Performance Standards	The principal performance measures principals on four standards, shared vision, culture of learning, management and Family and Community.	No Public Link Reported
KOPPERL ISD	018907	Kopperl ISD Principal Performance Appraisal	The performance appraisal instrument inlcudes eight domains and uses a raiting scale from unsatisfactory to clearly outstanding. Also use the Commissioner-Recommended Student Performance Domain Worksheet	http://apps.esc13.net/edapp/public/uploads/c8a815aa7982468c034d0f19bf85a7f0_KISD Appraisal Instrument.zip
KOUNTZE ISD	100903	Kountze ISD Principal Evaluation	Administrative Responsibilities, Communication, Leadership and Supervision, Program Responsibilities, Professionalism, and Accountability are all evaluated	http://apps.esc13.net/edapp/public/uploads/c51d58638a2f44ebbed69f8c868f660e_Evaluation PRINCIPAL; AP.DOC
KRESS ISD	219905	Local Appraisal	Local option plus required student performance outcomes.	http://apps.esc13.net/edapp/public/uploads/384ad59280965d2ca3b1962d30572168_sup eval rtf.rtf
KRUM ISD	061905	Krum Administrator Evaluation	Local evaluation form and the Commissioner's Recommended Performance Student Domain Worksheet.	http://apps.esc13.net/edapp/public/uploads/e70cec363b8b29b5e02a138796794119_Asst. Supt. Eval form.pdf

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
LA ACADEMIA DE ESTRELLAS	057839	LAE Administrator Appraisal System	Locally developed system which corresponds to the PDAS domains with some additional assessment in areas of human resource management and school climate.	http://apps.esc13.net/edapp/public/uploads/f341e96c367e268478df137bfe3a0b1e_LAE Administrator Appraisal Instrument 2010-11.docx
LA AMISTAD LOVE LEARNING ACADEMY	101833	PDAS	Based on student's Performance on State Assessments,the ratings and standard of the district or campus is determined by an Instructional leader's compliance and accountability.	No Public Link Reported
LA FE PREPARATORY SCHOOL	071807	Modified Administrator PDAS	The school has modified the Administrator PDAS to accurately reflect the administrator's roles/responsibilities.	http://apps.esc13.net/edapp/public/uploads/72c376d7d1971fd4f71995bd3b35de27_BLANK Evaluation 2011.doc
LA FERIA ISD	031905	Locally Developed Instrument	This instument measures areas in leadership such as instructional leadership, curriculum competencies, management and decision making skills, interpersonal relationships, school plant management, and professional growth and self development.	http://apps.esc13.net/edapp/public/uploads/ 9b9a3f0f17af7f2c6e0ea63f5bd761cf_Evaluation.pdf
LA GLORIA ISD	125906	Superintendent Assessment for La Gloria ISD	Seven parts with 31 questions on a scale of 1 to 5.	http://apps.esc13.net/edapp/public/uploads/ c584a67c5736c919376fdbab6fe2a1be_LaGloriaISDdocument.pdf
LA GRANGE ISD	075902	La Grange ISD Administrator Appraisal	The system is based on the Commissioner Recommended appraisal criteria. Each indicator is rated Exceptional, Proficient, or Needs Improvement.	http://apps.esc13.net/edapp/public/uploads/ 8174eda93b0d4d757c13ae5f74a39188_Adminappraisal.pdf
LA JOYA ISD	108912	Administrator's Performance Appraisal Instrument	Appraisal Instrument is a comprehensive evaluation of the three major divisions: Curriculum and Instruction, Adm. & Finance, Human Resources and Student Services.	http://apps.esc13.net/edapp/public/uploads/ce7f8e75b62611a83cff29b89bf8fa64_Adm. Ins.zip
LA MARQUE ISD	084904	Proformance Administrative Tool	Consist on six domains: Instructional Leadership, District/School/Organizational Climate,District/Organization Improvement, Personnel Supervision, Administration and Fiscal/Facilities Management, Professional Growth and Development.	http://apps.esc13.net/edapp/public/uploads/8dea0c337dd2d5a4dc1bd87f9689347a_Example of Admin Appraisal.doc
LA PORTE ISD	101916	Coommissioner;s recommended apopraisal	Domains and Desriptors, as well as job description used in self evaluation and supervisor's final evaluation.	http://apps.esc13.net/edapp/public/uploads/ 740e19710a9ee83c499d1c4ed3eaef7b_Scanned001 (17).pdf Admin PDAS.pdf
LA PRYOR ISD	254902	Administrator Appraisal ESCXIII	We use the Administrator Appraisal system provided by ESC XIII for Principals Ie. Commissioner-Recommended Student Performance Domain Administrative Appraisal.	http://apps.esc13.net/edapp/public/uploads/ 1509ccaefcf2d4d70ac883832251eb0e_Administrator(Principal)Appraisal.PDF

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LA VEGA ISD	161906	LOCAL	USE JOB DESCRIPTION AND TEA APPRAISAL SYSTEM FOR ADMINISTRATORS	No Public Link Reported
LA VERNIA ISD	247903	C.I.P.P. Context, Input, Process, Product	Superintendent-developed instrument that reviews performance and sets goals for the coming year.	http://apps.esc13.net/edapp/public/uploads/563a37c80d7a06ff6152369f41d23983_CIPP TABLE.docx
LA VILLA ISD	108914	La Villa ISD 2010-11 Evaluation - Principal	Rates Principlas on Curriculum and Instruction Skills, Management Skills, Inerpersonal Relationships, Personnel Management, Leadership Skills, Fiscal Responsibility, Facility Management, Professional Competencies, and Campus Accountability Ratings.	http://apps.esc13.net/edapp/public/uploads/20c0bca3cb787aba57eba903e2cedbf9_Principal Evaluation Instrument.pdf
LACKLAND ISD	015913	Lackland ISD Administrator Evaluation System	The administrator appraisals are based on the indicators found in the job descriptions. Each administrator is evaluated annually.	http://apps.esc13.net/edapp/public/uploads/4c3eaff92b3c6b2c6853242f4c1643b2_Elementary Assistant Principal Appraisal revised April 2011.docx
LAGO VISTA ISD	227912	Lago Vista ISD Appraisal	models the TASB appraisal	http://apps.esc13.net/edapp/public/uploads/7a76313dbf22617f60853fa859249693_Principal Evaluation Form Lago Vista[1].docx
LAKE DALLAS ISD	061912	Lake Dallas ISD Administrator Evaluation	Includes evaluation of all 9 domains	http://apps.esc13.net/edapp/public/uploads/3a4ce667a3b5489b402966c9cf6ef926_LDISD Admin Eval.doc
LAKE TRAVIS ISD	227913	Local Principal and Assistant Principal Appraisal	Campus principal appraisals consist of 37 criteria in 7 domains which are rated on a scale of 1-4. All other campus administrators are appraised using an administrator performance appraisal consisting of 25 criteria in 6 domains.	http://apps.esc13.net/edapp/public/uploads/ 653ef067a4060aff6ce0540180bdf7ae_CampusAdminEvals.pdf
LAKE WORTH ISD	220910	Lake Worth ISD Principal Appraisal Instrument	The instrument includes five domain areas: 1. Leadership and Professionalism, 2. Student Performance and Curriculum, 3. Campus Climate, 4. Staff Development, and 5. Communication.	http://apps.esc13.net/edapp/public/uploads/ 9621cf3e8dc79ba220ec8b062319af29_PrinApprais10.doc
LAMAR CISD	079901	Principal Evaluation Document	Evaluation document created by Elementary and Secondary Executive Directors to evaluate elementary and secondary principals	http://apps.esc13.net/edapp/public/uploads/bdddd0d8e77b26b6f7b40b5bd4e260ff_Principal Evaluation.pdf
LAMESA ISD	058906	District Created	Our system has nine criteria. Each criteria has at least four subgroups that directly relate to the administrators position.	http://apps.esc13.net/edapp/public/uploads/dd526546d0125083aa119194cbde3a64_Blank Admin Appra High School Principal.pdf
LAMPASAS ISD	141901	Locally Developed	Based on Job Description	http://apps.esc13.net/edapp/public/uploads/704582cd8c1a268d422269efa1baca06_LISD Admn Appr Instr.pdf
LANCASTER ISD	057913	LISD Job Description/Evaluation	Lancaster Independent School District Job Description/Evaluation	http://apps.esc13.net/edapp/public/uploads/95adb9b2994d8bede7f3a831bb5867b4_Assistant Principal High School.pdf

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
LANEVILLE ISD	201903	Informal or Summative Principal Appraisal Form	Addresses competencies involving instructional management; school organizational climate; school improvement; personnel management; administration and facilities management; student management; school community relations; & professional development	http://apps.esc13.net/edapp/public/uploads/57a8bc615c70c8e40769a9256b698332_Appraisal+Forms.zip
LAPOYNOR ISD	107910	Administrator Performance Appraisal Report	Statements describe the administrator who achieves success. Based on cumulative performance information, the evaluator estimates the administrator's effectiveness in meeting each criterion.	No Public Link Reported
LAREDO ISD	240901	Performance Appraisal Summative Evaluation Report	The instrument is correlated to the job description of each principal inclusive of all their duties and responsibilities.	http://apps.esc13.net/edapp/public/uploads/4447d3d3168dc812e4500a116b5d1560_Principal Evaluation.doc
LASARA ISD	245901	TASB Evaluation	TASB recommends an evaluation instrument	http://apps.esc13.net/edapp/public/uploads/5a4d6a2b15bdce3cbb3ac904d01f1c7f_Asst. Principal.doc
LATEXO ISD	113905	Commissioner recommended Student performance Domai	We use a combination of the commissioner recommended student performance domain and a locally developed instrument provided below	http://apps.esc13.net/edapp/public/uploads/755c597d4bbb84f9e0ca137ce4f20681_Administrator Evaluation Form.docx
LAZBUDDIE ISD	185904	Locally developed instrument	Appraisal instrument that complies with TEC requirements.	http://apps.esc13.net/edapp/public/uploads/0aa764a434651bfc1763ae8c2b718bbd_Laz Campus Principal Eval.doc
LEADERSHIP PREP SCHOOL	061804	No students at this school	No students at this school	http://apps.esc13.net/edapp/public/uploads/0d8192930dc6167c265c74157e4aef65_TEA letter to admin.doc
LEAKEY ISD	193902	District developed	11 indicators	http://apps.esc13.net/edapp/public/uploads/8252955bfeb527e4b6c583f1468f57ac_Mr. McNiel2011 document.docx
LEANDER ISD	246913	Administrative Evaluation Instrument	the instrument cocnsists of 3 main parts: (1) 15 inidcators divided into 4 standards (2) written feedback form (3) adminstrator evaluation rubric	http://apps.esc13.net/edapp/public/uploads/1f688ae97a1260ebd3b776625742eedd_2010-11 AdministrativeEvaluationInstrument_LANDSCAPE.pdf
LEARY ISD	019914	Job Evaluation	Commissioner-Recommended Student Performance Domain worksheet and job evaluation completed by superintendent	No Public Link Reported
LEFORS ISD	090902	Lefors Administrator Appraisal System	Focuses on administrator domains	http://apps.esc13.net/edapp/public/uploads/72acb60845247394cbf8b29a33c51150_Worksheet.pdf
LEGGETT ISD	187906	Local	System developed and approved by school board.	No Public Link Reported
LEON ISD	145911	LISD Principal Instrument	Eight domain system: 1-Instructional Leadership 2-School/Organizational Climate 3-School/Organizational Improvement 4-Personnel Supervision 5-Adm.&Fiscal/Facilities Management 6-Student Management 7-School/Community Relations 8-Professional Growth	http://apps.esc13.net/edapp/public/uploads/b2fd026a677d3695ac8004c0c11f1ac6_img20110805_07483975.pdf

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LEONARD ISD	074909	Leonard Principal Evaluation	Local developed appraisal system.	http://apps.esc13.net/edapp/public/uploads/8091756bdab76305762417640ec8f7a7_Leonard Principal Evaluation.doc
LEVELLAND ISD	110902	Levelland ISD Administrative System	Covers the following areas: Leadership, Campus Climate, Curriculum and Instruction, Professional Development, Communication, Goals and Outcomes, and the Commissioner-Recommended Student Performance Domain.	http://apps.esc13.net/edapp/public/uploads/8a96d6d7437c1ff89c30c2a8a06bd684_High School Princ Blank.doc
LEVERETTS CHAPEL ISD	201904	PDAS Commissioner Recommended Appraisal	Commissioner Recommended Student Perfomance Domain worksheets and local evaluation worksheet including school climate, management,leadership	No Public Link Reported
LEWISVILLE ISD	061902	Locally developed administrator appraisal	We employ a locally developed administrator appraisal which conforms to the requirements established in title 19 section 150.1021 (a) (1-9) of the Texas Administrative Code.	http://apps.esc13.net/edapp/public/uploads/040853854de40cbe4da6f8a4b3337531_Principals.doc
LEXINGTON ISD	144902	TASB	Model of the TASB appraisal system for admin.	http://apps.esc13.net/edapp/public/uploads/0afde570a78c2ba8e8c0e407f9755c3c_APPRAISAL - Principal1[1].doc
LIBERTY HILL ISD	246908	Liberty Hill ISD Principal Appraisal	Utilizes Commissioner's TAKS worksheet. Rates 8 domains with Strengths and Areas to Address.	http://apps.esc13.net/edapp/public/uploads/b67ccc3b433ba8dac07fd7669a85331e_LH Admin EvAL'10-'11..docx
LIBERTY ISD	146906	Principal Performance Standard	System assesses school climate, school improvement, instructional management, personnel management,administration and fiscal/facilities management, student management, professional growth/development, and academic excellence indicators.	http://apps.esc13.net/edapp/public/uploads/930c322f311dbe2d3a725101f509ee0a_LISD Principal Evaluation Form.pdf
LIBERTYEYLAU ISD	019908	Locally developed rating scale	The rating scale evaluates the performance of administrators in major competency areas.	http://apps.esc13.net/edapp/public/uploads/8cba58556341bb878f07a161787c8507_AdminEvaluationInstrw90dayfocus.doc
LIFE SCHOOL	057807	Life School Principal Evaluation	Principals are evaluated on state accountability, TAKS Met Standard, TAKS Commended Performance, Attendance, Re-enrollment in addition to the professional competencies for a principal.	http://apps.esc13.net/edapp/public/uploads/40ea8e2548a914af6418f981df8fdc78_Principal Performance Evaluation Final.pdf
LIGHTHOUSE CHARTER SCHOOL	015825	Commissioner Recommended Student Perf Domain	student performance is critical in this recommemded process	http://apps.esc13.net/edapp/public/uploads/9381958a3edd1969e7a02bb91a3f5cfc_Worksheet FOR PRIN APPRAISAL.pdf
LINDALE ISD	212903	The Administrator Appraisal	Throughout the year, the superintendent holds formal and informal conferences with administrators. At the end of the year, they complete a self-evaluation form that identifies accomplishments of the year and goals for the coming year.	http://apps.esc13.net/edapp/public/uploads/dea780e3dec52bfb5701b544528f0115_Principal Eval..pdf

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LINDENKILDARE CISD	034905	locally developed appraisal instrument	Instrument evaluates administrator's planning, organizational, budgeting, and campus and staff managment performance.	http://apps.esc13.net/edapp/public/uploads/d7a8a617a9ab0477f737a3ce6074d81e_ADMINISTRATOR_PERFORMANCE_APPRAISAL.doc
LINDSAY ISD	049907	Locally adopted system	Appraisal based on the general responsibilities of the job title	http://apps.esc13.net/edapp/public/uploads/7375f00952c5273fcf256b82d7878348_P Hall evaluation 2010-2011.doc
LINGLEVILLE ISD	072909	Locally Developed	Multi page system with ratings for performance in catagories similat to PDAS with additional areas for leadership.	http://apps.esc13.net/edapp/public/uploads/79d2793ae61f5d18c7e45fd6e28049fa_Admin eval.pdf
LIPAN ISD	111902	Principal Appraisal	Principal Appraisal Instrument is aligned with principal certification criteria with Commissioner-Recommended Student Performance Domain Worksheet.	http://apps.esc13.net/edapp/public/uploads/86886f48cabee58d6d92a6673af00c04_PrincipalAppraisal.zip
LITTLE CYPRESSMAURICEVILLE CISD	181908	Principal Performance Appraisal-Summative Evaluati	The administrator appraisal defines expectations, enhances communication, prioritizes district goals and encourages supervisors to focus their attention on the administrator's role in improving achievement for all students.	http://apps.esc13.net/edapp/public/uploads/db529d15eab9d9a370cb97525758da31_Administrator Appraisal Document.doc
LITTLE ELM ISD	061914	Job Description / Evaluation	Domains based on various aspects of the job are outlined with a score of 1 - 4 being given for each of the indicators. A summary score is then tallied scoring an overall rating for the administrator	http://apps.esc13.net/edapp/public/uploads/65ac65873adfbeac0985d79eb3fda9b2_Assistant Principal Elem.doc
LITTLEFIELD ISD	140904	Commissioner-Recommended Student Performance	State Approved Appraisal System	http://apps.esc13.net/edapp/public/uploads/e13975aa3479d1da369af80392a430ed_LittlefieldISDPrincipalAppraisal.PDF
LIVINGSTON ISD	187907	Principal Appraisal System	The principal appraisal system and a collective using the job description and a rank ordering from 1 to 5.	http://apps.esc13.net/edapp/public/uploads/afed976cc4962110401d36bab2edfa54_Livingston ISD Principal Evaluation Process. mid year evaluation form.docx
LLANO ISD	150901	Llano ISD Administrator Appraisal System	Each administrator receives a written formative and summative appraisal each school year by their immediate supervisor.	http://apps.esc13.net/edapp/public/uploads/d7d3df3ea9af9979878293496cb0ef8a_Llano ISD Principal Appraisal worksheet.pdf
LOCKHART ISD	028902	No Name	Standard evaluation template	http://apps.esc13.net/edapp/public/uploads/7ff58ffc99cc26a4d648f8fbfeff0667_Asst Supt Admin & Oper EV.doc
LOCKNEY ISD	077902	Lockney ISD Evaluation of Building Administrators	Administrators are rated on a scale of 1 - 5 in the following areas: Instructional Management, School Climate, School Improvement, Personnel management, Fiscal/Facilities Management, Student Management, Community Relations, Professional Growth & Develop.	http://apps.esc13.net/edapp/public/uploads/c0808fe24c4d3fb38e1fa3025b7f59ea_Principal Evaluation Form.doc
LOHN ISD	160905	Locally developed	appraises variety of administrative duties	http://apps.esc13.net/edapp/public/uploads/27a8e7e425b60079181efb27bf1e057f_Principal Appraisal.doc

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
LOMETA ISD	141902	Region 3 Principal Appraisal System	Forms developed by Region 3 based upon Commissioner recommendations.	http://apps.esc13.net/edapp/public/uploads/77db0fa0f8e2b7041bf5bb8548694b15_Worksheet.pdf
LONDON ISD	178906	Locally Developed Administrator Appraisal	Self report	http://apps.esc13.net/edapp/public/uploads/e868f86ab5996ac8d1e58c226ab3fe5c_3 01e principal london.doc
LONE OAK ISD	116906	Commissioner-Recommended Student Performance Domai	Principal student performance evaluation	http://apps.esc13.net/edapp/public/uploads/6ecdc7bbe6cb873c2b6a4d93fc223404_Principal Student 2010.pdf
LONGVIEW ISD	092903	Administrator Evaluation System	Annual evaluation includes areas of I. Instructional Leadership II. Personal Leadership Skills III. School/Organizational Improvement IV. Personnel Management V. Student Management VI. School/Community Relations VII. Fiscal and Facilities Management	http://apps.esc13.net/edapp/public/uploads/1626caeef72ce3cd15060c2a1d96bc01_Longview ISD Administrative Evaluation Instrument.pdf
LOOP ISD	083902	Commissioner Recommended Student Performance	Commissioner-Recommended Student Performance Domain and Job Descriptions	http://apps.esc13.net/edapp/public/uploads/b143966357e7f680d336811b51f820d1_Appraisal Rating Scale 2.docx
LORAINE ISD	168902	Commioners Recommended Appraisal Process	9 Domains - focusing on Instructional management, Environment, School Displine etc....	http://apps.esc13.net/edapp/public/uploads/6a3b055da0e663efe423625b6a057a4e_Principal Instrument.doc
LORENA ISD	161907	Locally Developed Appraisal Instrument - Principal	Appraisal instrument is based upon administrators job description.	http://apps.esc13.net/edapp/public/uploads/f4b9793333032515db09b8630a83a618_PRINCIPAL APPRAISAL REPORT (2).doc
LORENZO ISD	054902	Commissioner recommended	Status of AIS documentation/goal setting or intervention	http://apps.esc13.net/edapp/public/uploads/c87c5b6302d51363830d8d7d937f21cb_performance.pdf
LOS FRESNOS CISD	031906	DISTRICT LOCAL EVALUATIONS	Describes the various responsibilities and competencies expected of the Campus Administrator. A performance scale from 4 to 1 is utilized.	http://apps.esc13.net/edapp/public/uploads/517fbcf9385ede8a8b91923daa7efde9_Secondary Principal.pdf
LOUISE ISD	241906	Student Performance Domain	Commissioner-Recommended Appraisal of Principals	http://apps.esc13.net/edapp/public/uploads/1c68b91e8245f5772a36665aa34fd5f4_Teacher Appraisal System.docx
LOVEJOY ISD	043919	LISD Principal Evaluation Process	There are five areas which serve as the foundation for district development and effectiveness: Student Academic Performance; Leadership Development - Self and Others; Communications; Management/Operations; Professional Growth/Coachability.	http://apps.esc13.net/edapp/public/uploads/463f2bd3775295fdcd5cbf6425b48fad_Principal Eval Summative 2010-2011_1.doc
LOVELADY ISD	113903	TASB Appraisal	It uses criteria based on job description and PDAS results.	No Public Link Reported
LUBBOCK ISD	152901	Administrator Job Description/Appraisal	Follows the state's administrator appraisal instrument.	http://apps.esc13.net/edapp/public/uploads/33be9dad2f58c95594e5b7cbae6a6951_admin appraisal.pdf

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
LUBBOCKCOOPER ISD	152906	Lubbock-Cooper ISD Principal Evaluation	The evalution is aimed at improving student performance and developing the principal's skills and abilities with students, teachers, parents, and fellow administrators. Evaluation areas include instructional management, school organization, etc....	http://apps.esc13.net/edapp/public/uploads/0e160f42500618ca5bd086a8d0ab7618_Administrator Evaluation.doc
LUEDERSAVOCA ISD	127905	Commissioners-Recommended Student Performance Doma	The system involves the State and Federal Accountability systems. There are two sections. One section completed by the Principal, and one section completed by the Superintendent.	No Public Link Reported
LUFKIN ISD	003903	Summative evaluation for principals	LISD district developed appraisal instrument for administrators	http://apps.esc13.net/edapp/public/uploads/d008e4e8d0886355707b31d3139360ab_SUMMATIVE EVALUATION FOR PRINCIPALS.doc
LULING ISD	028903	TASB Administrator Appraisal Model	includes key components for efficient and effective administration	http://apps.esc13.net/edapp/public/uploads/47699a692cfb8733ee215aec6a382592_Performance Appraisal - CFO.doc
LUMBERTON ISD	100907	Commissioner Recommended Evaluation	Based on Commissioner - Recommended Student Performance Damain Worksheet	http://apps.esc13.net/edapp/public/uploads/45141ee6f6d42040498f9550f78a3892_Scan110524134437.pdf
LYFORD CISD	245902	Commissioner Recommended Appraisal Plan	Includes Commissioner's Recommended StudentPerformance Domain Worksheet as well as the Principal's performance criteria.	http://apps.esc13.net/edapp/public/uploads/07f439bc8e7a19ba4ac653a98017d3cb_Principal's Eval Student Worksheets.pdf
LYTLE ISD	007904	Instructional Administrator Appraisal	Administrators are evaluated on job performance using the ratings of outstanding, improvment indicated or unsatisfactory.	http://apps.esc13.net/edapp/public/uploads/b8bfb9a17cedf1e0c5559203e2983969_Administrator Evaluation Tools.pdf
MABANK ISD	129905	Mabank ISD	Eight Domain System	http://apps.esc13.net/edapp/public/uploads/581ed29599bff0c38ac880c5a88cff78_10-11.pdf
MADISONVILLE CISD	154901	TASB	TASB Model	No Public Link Reported
MAGNOLIA ISD	170906	MISD	Evaluates effectiveness of the performance of the person fulling the essential functions of the position.	http://apps.esc13.net/edapp/public/uploads/297ffabf43bf1898c80e86f8f5e0ef1f_Principal.doc
MAINLAND PREPARATORY ACADEMY	084801	Administrator Performance Evaluation Form	The form is locally developed and adopted by the Board of Trustees.	http://apps.esc13.net/edapp/public/uploads/17a673762007a2c65034811d40a240ea_ADMINISTRATOR PERFORMANCE EVALUATION FORM.docx
MALAKOFF ISD	107906	Administrative Appraisal Report-Locally made	Nine domains with a rating scale 1-5	http://apps.esc13.net/edapp/public/uploads/75ecccd2d9373a7eaee321ce45392ae3_Administrative evaluation copy.pdf
MALONE ISD	109908	Local	Malone ISD is a small with no Principal position. The Superintendent serves as Principal/Superintendent and only a Superintendent appraisal is done.	http://apps.esc13.net/edapp/public/uploads/168821284efc8395528d4ca726ff9727_SFSF Survey.docx
MALTA ISD	019910	PDAS	PDAS - TEA	No Public Link Reported

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
MANARA ACADEMY	057844	Balanced Scorecard	The Board of Directors has developed a school-wide Balanced Scorecard that has goals and objectives for various domains. The principal's evaluation is based on the final Balanced Scorecard.	http://apps.esc13.net/edapp/public/uploads/b45436a6cfa4d62f1b80f64bc5b1e95a_July Principal's Report.pdf
MANOR ISD	227907	Systems for Goal Setting: Administrators	The appraisal system guides the administrator through a reflective process to develop goals and an action plan to best meet the needs of the students.	http://apps.esc13.net/edapp/public/uploads/87acedeed8cc95ddeddd7737ac1693d8_System for Goal Setting Conference Admin 2010.doc
MANSFIELD ISD	220908	Mansfield ISD Principal/Assistant Princ Appraisal	3 Ratings 1-Below expectations, 2-In progress of meeting exp, 3 - Meets or exceeds. Instructional Man, Org Morale,School Improvement, Personnel Management, Fiscal/Facilities Management, Student Management, School/Community Relations, Professional Growth	http://apps.esc13.net/edapp/public/uploads/48d07810466bb0fdb7cbfb89b3d0ed35_MISD Admin Appraisals.pdf
MARATHON ISD	022902	TASB	Achievement of goals set out by school board and performance of district on state assessment.	No Public Link Reported
MARBLE FALLS ISD	027904	PDAS	PDAS	http://apps.esc13.net/edapp/public/uploads/2b6502ce4dedfd98e825b2a16e5513a8_Principal PDAF.pdf
MARFA ISD	189901	Marfa I S D Principal Appraisal	Scores Instructional Mgmt, School/Organizational Climate, School/Organ Improvement, Personnel Mgmt, Administration & Fiscal/Facilities Mgmt, Student Mgmt, School/Community Relations, Prof Growth & Devel, Student Performance Domain	http://apps.esc13.net/edapp/public/uploads/f878e8072025a4882081d15e7fe4be92_Marfa ISD Principal Appraisal.PDF
MARION ISD	094904	Marion Principal Appriasal Instrutment	8 domains plus commisioner recommended form	No Public Link Reported
MARLIN ISD	073903	TASB	Attached	http://apps.esc13.net/edapp/public/uploads/9abe8b9f69cc7bf70893580106505ea5_Principal Evaluation Form.pdf
MARSHALL ISD	102902	Marshall ISD Administrator Profile	Evaluation based on competency and district goals	http://apps.esc13.net/edapp/public/uploads/1efeea2aaf41da723f55ea6cda92360b_Admin Profile_20110628145444[1].pdf
MART ISD	161908	PDAS	Professional Development Appraisal System	No Public Link Reported
MARTINS MILL ISD	234905	TASB Model	Based on TASB Domains. Self evaluation is required as well.	http://apps.esc13.net/edapp/public/uploads/372bb452b4228bd1503f5cbba1e3e29b_Principal Eval form 09-10.doc
MARTINSVILLE ISD	174909	Local Developed System	See document	http://apps.esc13.net/edapp/public/uploads/bb01dbc88d71ff7a44e8ee46e3ba3ed2_Copy of Principal Evaluation Tool.doc

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MASON ISD	157901	TASB recommended appraisals	Evaluations are performed using TASB forms and summative conferences are held with administrators prior to contract renewal or extension.	No Public Link Reported
MATAGORDA ISD	158904	Commissioner-Recommended Student Performance Domai	The Commissioners Student Perfomance Domain Worksheet is used to evaluate the administrators performance on the locally developed appraisal instrument.	http://apps.esc13.net/edapp/public/uploads/4ad864183008d847b378610dbe97ff0f_Superintendent Evaluation Instrument Jan. 2011.doc
MATHIS ISD	205904	Mathis ISD Job Evaluation Instrument	At the beginning of the year, each principal meets with the superintendent and sets goals for their campus. At the end of the year, the principals fill in the evaluation questionaire and provide the data to make sure the goals have been met.	http://apps.esc13.net/edapp/public/uploads/d73d1fa57459e62f5f17b0f52eb80ede_Evaluation Principal Form 2010'2011.docx
MAUD ISD	019903	Principals Appraisal	Appraisal recommended by Commissioner	http://apps.esc13.net/edapp/public/uploads/42d4f50e2f1ad435bf9bb7d6fa253b9d_Principal Appraisal.pdf
MAY ISD	025905	Commissioner-Recommended Administrator appraisals	Evaluates student performance increase/decrease in math and reading. Also evaluates drop-out rate	http://apps.esc13.net/edapp/public/uploads/1b162dfad1c8c80ae61e0a9462ca2488_SuptFillInForm.pdf
MAYPEARL ISD	070915	District appraisal	Board goals	No Public Link Reported
MCALLEN ISD	108906	Principal's Performance Appraisal Instrument	This appraisal instrument was developed by the district with a primarily focus on student achievement and campus objectives. This instrument appraises each administrator by incorporating the Commissioner's recommended performance worksheet.	No Public Link Reported
MCCAMEY ISD	231901	Hybrid of TASB Model	TASA Model is used with added local features	No Public Link Reported
MCDADE ISD	011905	TASB	We use the tool provided by TASB.	No Public Link Reported
MCGREGOR ISD	161909	Administrator Evaluation	Two parts. There is a local appraisal that covers all facets of campus expectations. In addition, we use the ESC 13 Commissioner-Recommended Student Performance Domain.	http://apps.esc13.net/edapp/public/uploads/5555e898f76593623e4706a4918696e1_ANNUAL PRINCIPAL EVAL.pdf
MCKINNEY ISD	043907	McKinney ISD Administrator Appraisal System	The appraisal system includes a formative and summative assessment with a focus on professional development and growth.	http://apps.esc13.net/edapp/public/uploads/aa7eef5c1e1e194992873118cb3f74f8_MISD %20principal%20Eval%2010-11%20Summative[1].doc
MCLEAN ISD	090903	McLean ISD Appraisal	Appraisal recognized leadership, student achievment and facilitation of school.	http://apps.esc13.net/edapp/public/uploads/9bcb1a21dd9ab30584b68c4b3e13b69d_Principal Appraisal Forms-p.zip
MCLENNAN CO ST JUVENILE CORRECTION FACILITY I	161926	TYC	TYC	http://apps.esc13.net/edapp/public/uploads/5ff6f2522e7cedc38e2aab0be3c7583e_eval Pate 2011.doc

Systems used to evaluate principal performance

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
MCLENNAN CO ST JUVENILE CORRECTION FACILITY II	161927	Administrator Performance Evaluation	Administrator performance Evaluation	No Public Link Reported
MCLEOD ISD	034906	Locally developed	Administrators are evaluated based on the following criteria; School/Organizational Climate, Personnel Management, Administration Fiscal/Facilities management, School/Community Relations, professional Growth and Development, Academic Excellence.	No Public Link Reported
MCMULLEN COUNTY ISD	162904	PDAS	Currently, teachers are appraised every three years and administrators every year.	http://apps.esc13.net/edapp/public/uploads/af879945fbe86e6061035880b992e179_Principal Evaluation.doc
MEADOW ISD	223902	TASB Appraisal Form	Forms taken from HR Services on TASB sit.	No Public Link Reported
MEADOWLAND CHARTER SCHOOL	130801	Annual Evaluation	It is based off the superintendent appraisal as approved from the TEA.	http://apps.esc13.net/edapp/public/uploads/59c40260d5bb8f53510e255c4a026f62_Walk through.doc
MEDICAL CENTER CHARTER SCHOOL	101801	na	na	No Public Link Reported
MEDINA ISD	010901	PRINCIPAL PERFORMANCE APPRAISAL	RATES EACH PRINCIPAL AS "EXCEEDS EXPECTATIONS", "PROFICIENT", "NEEDS IMPROVEMENT", OR "NOT APPLICABLE"	http://apps.esc13.net/edapp/public/uploads/8b0f00f84c2248c1d93a75d582585260_Principal Appraisals 2011 Form.pdf
MEDINA VALLEY ISD	163908	TASB model	model provided by Texas Association of School Boards for administrator appraisal	http://apps.esc13.net/edapp/public/uploads/bc2c69ee16d8d74cdb4e243c35463d03_Principal Evaluation.docx
MELISSA ISD	043908	Admin. Appraisal / Prof. Dev. System	Locally developed administrative appraisal and professional development system instrument.	http://apps.esc13.net/edapp/public/uploads/e64afe100fe7aa54257a7506138c73ed_Melissa Principal 2010-11.pdf
MEMPHIS ISD	096904	Principal Appraisal	Performance Evaluation, Job Description Evaluation, Commissioner-Recommended Student Performance Domain Worksheet	http://apps.esc13.net/edapp/public/uploads/ ab88b20c7111d1b64a077d9d086c76d1_Administrator Employee Performance Evaluation1.doc
MENARD ISD	164901	Com. Recommended Student Perform-ESC3	It has a worksheet that looks at the data. It breaks down strengths and areas to address. It has a place for goals and a growth plan if needed. We also use one that looks at the different competencies a principal should master.	http://apps.esc13.net/edapp/public/uploads/ bd8659482a1eb0ae85c443e5fcc78e60_Prinapp.pdf
MERCEDES ISD	108907	MISD Administrator Evaluation	Locally developed, includes areas:instructional management, school culture, school improvement, personnel mgmt., administration and fiscal/facilities mgmt., student mgmt.,prof. growth and dev., school/community relations, academic excellence indicators.	http://apps.esc13.net/edapp/public/uploads/ 0dc07857359463978130f309d591f4e2_ADMINISTRATORS.doc
MERIDIAN ISD	018902	Meridian ISD Appraisal	Our system and forms are a result of the ones that were produced statewide several years ago according to commissioner's rules.	http://apps.esc13.net/edapp/public/uploads/ 0b6090d751631262ae8fa7be6a85a564_Superintendent Self appraisal.docx

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
MERIDIAN WORLD SCHOOL LLC	246801	n/a	This school hasn't opened yet	No Public Link Reported
MERKEL ISD	221904	Merkel ISD Principal Evaluation Form	Based on ratings involving 10 domains of Instructional, Personnel, Student Management	No Public Link Reported
MESQUITE ISD	057914	Principal Appraisal System	We use the Principal Appraisal System provided by TEA. The campus AEIS report provides data utilized in the appraisal instrument.	http://apps.esc13.net/edapp/public/uploads/c0cf3eb4a43a1901adbaa3db5d2e5e05_Student Performance Domain.pdf
MEXIA ISD	147903	Mexia ISD Principals Evaluation	measures nine domains; Instructional Management, School Morale, School Improvement, Personnel Management,Management of administrative functions, student management, school or community relations, professional growth and development, and student performan	http://apps.esc13.net/edapp/public/uploads/67f637173f646e9c790c6965f91e9b13_Principals Evaluation form.pdf
MEYERPARK ELEMENTARY	101855	MeyerPark Elementary Administrator Appraisal Syste	Uses the Teacher Evaluation as a bases and looks at how the administration supports and how well their job is done.	http://apps.esc13.net/edapp/public/uploads/ b85e6b13b3265c744f5e537a5d6c294b_Administrator Evaluation.doc
MEYERSVILLE ISD	062906	PDAS	The district has a superintendent/principal that is evaluated by the seven board members. The instrument complies with recommendations of TASB.	http://apps.esc13.net/edapp/public/uploads/ bd92aad33e1131c65ecd78ada534e9e2_scan0001.pdf
MIAMI ISD	197902	PRINCIPAL APPRAISAL REPORT	COVERS ALL MAJOR RESPONISIBILITIES OF A PK-12 PRINCIPAL	http://apps.esc13.net/edapp/public/uploads/f5e59921be292a373479506fff8cb683_Principal Appraisal Report.docx
MIDLAND ACADEMY CHARTER SCHOOL	165802	Principal Appraisal	We use the template from Region 3 along with the form that is attached.	http://apps.esc13.net/edapp/public/uploads/ 463c014b2bae5f784bcf586cd201a8d3_principal.pdf
MIDLAND ISD	165901	MISD SYSTEM	ALL DOMAINS OF PRINCIPALS COMPENTENCIES	http://apps.esc13.net/edapp/public/uploads/698f32434e5e7c384f37cbdb64a4f5bb_Principal APPRAISAL 2010.docx
MIDLOTHIAN ISD	070908	Locally Develpoed	Locally developed includes Commissioners Recommended Student Performance Domain (for principals only)	http://apps.esc13.net/edapp/public/uploads/cfa06fbc285630cbbcd0f1bb42236e27_Principal Performance Evaluation 2011.docx
MIDVALLEY ACADEMY	108804	SAPI Employee Performance Review	The SAPI Employee Performance Review contains 25 items for review divided into 2 categories. Category I contains items 1-15 dealing with an individuals knowledge and skills; while Category II contains items 16-25 regarding an employee's attendance,etc.	http://apps.esc13.net/edapp/public/uploads/c0ad8f4b940d01b92ec44dbb66f84ca9_Employee Performance Review SAPI Frm 042606.docx
MIDWAY ISD	039905	Midway ISD Administrator Appraisal	This appraisal rates the administrator on administrative job responsibilities which are aligned with the PDAS system.	http://apps.esc13.net/edapp/public/uploads/0d999893debf59df1487db7e9243a326_Page 1 (3).zip

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
MIDWAY ISD	161903	Midway Administrative Appraisal System	Rates in the areas of: School Climate, Student Perf., Instructional Leadership, Personnel Leadership & Mgmt., Administration & Fiscal Facilities Mgmt., Prof. Growth & Development, School Comm. Relations	http://apps.esc13.net/edapp/public/uploads/2170280ee7215cce6b00277eb638532d_Principal appraisal 2010 updated 3-10.doc
MILANO ISD	166903	Locally developed	Commissioners Recommended Student Performance Domain 9 components on local	No Public Link Reported
MILDRED ISD	175910	informal	informal eval by supt	No Public Link Reported
MILES ISD	200902	Commissioner-Recommended Appraisal for Administra	This is the Commissioner Developed System.	http://apps.esc13.net/edapp/public/uploads/0cef057a62c0587e235190d636d51e04_Principal Appraisal Forms.pdf
MILFORD ISD	070909	Principal Evaluation	locally developed	http://apps.esc13.net/edapp/public/uploads/7936b2658d61ef15ea2d97eca481c429_PRINCIPAL EVALUATION[1].doc
MILLER GROVE ISD	112907	Appraisal based on job description	Appraisal based on principal's job description	http://apps.esc13.net/edapp/public/uploads/b9c3c6baa80e1611deb328ff655188cb_Principal Appraisal.doc
MILLSAP ISD	184904	Millsap ISD appraisal document	Administrators are evaluated on 8 different performance responsibilities. The rating scale is exceptional, proficient, or needs improvement.	No Public Link Reported
MINEOLA ISD	250903	TEA Recommended	Superintendent evaluates the principals annually and the principals evaluate the assistant principals.	No Public Link Reported
MINERAL WELLS ISD	182903	District Adopted appraisal	Appraisal is based on job description and includes a student achievement section.	http://apps.esc13.net/edapp/public/uploads/b2727a161725182ad65bbca8582cf5a8_PRINCIPAL APPRAISAL.pdf
MISSION CISD	108908	Mission CISD Principal Performance Evaluation	System consists of an evaluation of 10 domains deemed as critical areas in the performance of the administrator's duties.	http://apps.esc13.net/edapp/public/uploads/0c039a0b425c406adb55d7763a206501_Principal.pdf
MONAHANSWICKETTPYOTE ISD	238902	Locally Developed from TASB Model	Includes self appraisal and follows the commissioner recommended student performance domain.	No Public Link Reported
MONTAGUE ISD	169908	MISD Principal Evaluation	Evaluates principal with a varity of components.	http://apps.esc13.net/edapp/public/uploads/f75c439e4e26bf4ba440860128db7a53_MISD Principal Evaluation.doc
MONTE ALTO ISD	108915	N/A	No appraisals were done by previous Superintendent	No Public Link Reported
MONTGOMERY ISD	170903	MISD Local System	A system that is aligned with the District/Campus Improvement Plans and is aligned with responsiblities of the individuals job.	http://apps.esc13.net/edapp/public/uploads/5b9c1dbc3d36a780907f51abc00d3153_Principal Appraisal Form (evaluation).doc

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
MOODY ISD	161910	Principal's appraisal record	This system rates the administrator based on 9 different areas that is aligned with the PDAS evaluation instrument used by the state. The ratings are EE Exceeds Expectation, Pr Proficient, BE Below Expectation, Un Unsatisfactory	No Public Link Reported
MORAN ISD	209902	Commisioners Recommended Appraisal Process/Perform	Commissioners Recommended Appraisal Process and Performance Criteria	No Public Link Reported
MORGAN ISD	018903	Board Appraisal for the Superintendent	Board has created its own appraisal for the superintendent that focuses on studnet acheivment and financial solvency.	http://apps.esc13.net/edapp/public/uploads/a35e78810d5fc91ad8a44a9d5bb120b0_Superintendent_Evaluation_Form_Jan 20, 2011 To ESC 13.docx
MORGAN MILL ISD	072910	None	No internal appraisal system in place. One administrator at district, appraised by the school board.	http://apps.esc13.net/edapp/public/uploads/26da42dc321d26ef1ffe4bfb6f6d9b18_document.docx
MORTON ISD	040901	Comm.-Rec. Student Performance Domain and Local	Morton ISD uses a combination of the Commissioner Recommended Performance Domain and locally developed Principal Evaluation.	http://apps.esc13.net/edapp/public/uploads/d30605f352395aa8505766d5b0f04720_Principal Appraisal.pdf
MOTLEY COUNTY ISD	173901	Motley County ISD Administrator Appraisal	It has a rating scale of 1-5 in domains such as:instructional management, school climate and improvement, personal/facility/student management, school/community relations, professional growth and development	http://apps.esc13.net/edapp/public/uploads/98b1a195fc2e847189b4832d13d08f9b_Principal's Evaluation.doc
MOULTON ISD	143902	Goal Setting and Summative Appraisal	Goal Setting - evaluation based on achievement and/or progress towards goal developed, Summative Appraisal - appraiser and appraisee evaluation in leadership, student learning, school management and safety, communications, and human resources.	http://apps.esc13.net/edapp/public/uploads/fc96c67b11d6b9aff89bdbe9b596302a_administrator appraisal.pdf
MOUNT CALM ISD	109910	Locally Developed form	Our district uses a locally developed appraisal instrument for administrator evaluation.	http://apps.esc13.net/edapp/public/uploads/9afd8f8e2e27e31e106999af00111cef_Mount Calm ISD Administrator Appraisal.doc
MOUNT ENTERPRISE ISD	201907	Commisioner-Recommended	Uses AEIS and AYP Information to Appraise	http://apps.esc13.net/edapp/public/uploads/7ad863e31bfe99d5227e500747d9c1a8_Document.pdf
MOUNT PLEASANT ISD	225902	Mt. Pleasant Administrator Appraisal	Observation and previous year accountability accumulated from January to the following January for each administrator.	http://apps.esc13.net/edapp/public/uploads/7bca07d905712dc1f3db66204cd9f9eb_Evaluation.pdf
MOUNT VERNON ISD	080901	Mt. Vernon ISD Administration Evaluation Format	Our system is comprised of 7 areas of focus. Each area has 10 subtopics that the administrator is scored. A section for evaluator comments is included.	No Public Link Reported

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
MUENSTER ISD	049902	Muenster ISD Principal Appraisal Instrument	A locally developed appraisal instrument.	http://apps.esc13.net/edapp/public/uploads/c4356fecf66ed8afe09ce9a7421dfebe_Principal Appraisal Instrument.docx
MULESHOE ISD	009901	Locally Developed	It is developed to evaluate specific areas that each administrator over sees.	http://apps.esc13.net/edapp/public/uploads/d11cee43f35f3d9fba330dfd3dcfe6fd_Admin Eval.pdf
MULLIN ISD	167902	Goals decided by board and checked	Board Decides	No Public Link Reported
MUMFORD ISD	198906	Local Developed	Rated from Unsatisfactory to Clearly Outstanding	http://apps.esc13.net/edapp/public/uploads/ 6ad1ccf950db867f7c03aae0e6523f8f_Scan001.pdf
MUNDAY CISD	138903	MCISD Administrator Appraisal System	The MCISD Adminstrator Appraisal System rates each Administrator as being proficient (credit awarded) or below expectations (no credit awarded) with regard to the elements of the position that require execution on a regular basis.	http://apps.esc13.net/edapp/public/uploads/9af615f36dbc6b311dea2ee46f61f8d2_Principal Evaluation 10-11.xml
MURCHISON ISD	107908	School developed	Apprisal based upon board qualifications	http://apps.esc13.net/edapp/public/uploads/376b78d8652fa01bf6c299415b609c91_Supt. Evaluation insturment.doc
NACOGDOCHES ISD	174904	Nacogdoches ISD Administrator Appraisal System	The appraisal system is based on the following domains: 1)Instructional mgmt 2)school moral 3)school improvment 4)personnel mgmt 5)mgmt of administrative, fiscal and facilities functions 6)student mgmt 7)school/community relations 8)professional growth	http://apps.esc13.net/edapp/public/uploads/ c06d9f3c100952ddd5badb4e61378459_DOC002.PDF
NATALIA ISD	163903	TASB Administrator Appriasal Form	This appraisal system was custom created by TASB.	http://apps.esc13.net/edapp/public/uploads/b5fd1f80e1588ec35f31aa1afb138664_TASB Administrator Appraisal Form.pdf
NAVARRO ISD	094903	Navarro ISD Principal's Evaluation	The system is based on 8 Domains of principal competencies and the job description, plus the Commissioner-Recommended Student Performance data as Domain 9. A formative review is conducted in February; the summary in June.	http://apps.esc13.net/edapp/public/uploads/2a58bdfe14cfb865283498a23e14ba03_Principal Evaluation Forms 2010-2011.pdf
NAVASOTA ISD	093904	NISD Admin Appraisal Form	Based off of job description for Asst. Principals Based off of Stratgic Plan/District Goals/Campus Ratings	http://apps.esc13.net/edapp/public/uploads/ aa26dd1d8a870fb5b45319e082395fa2_Document.pdf
NAZARETH ISD	035903	Building Principal Evaluation Instrument	This appraisal system is an on the job appraisal process and performance which includes the Commissioner-recommended student performance domain.	http://apps.esc13.net/edapp/public/uploads/414335830da6500d4462b6de4261f726_Principal Evaluation Instrument.pdf
NECHES ISD	001906	Commissioner-Recommended Student Performance...	Commissioner-Recommended Student Performance for the Appraisal of Principals and Region Service Center Evalution Criteria	No Public Link Reported

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NEDERLAND ISD	123905	Nederland ISD Administrator Appraisal System	Nederland ISD Administrator Appraisal System is a locally developed plan to appraise Principals and was written in compliance with statutory provisions and commisioner's rules. See attached.	http://apps.esc13.net/edapp/public/uploads/682d3fa4dd20e16814aa012bf8ff0f89_PRINCIPAL APPRAISAL INSTRUMENT.pdf
NEEDVILLE ISD	079906	NISD Administrative Evaluation Instrument	Eight domains:Instructional Management, School or Department Climate/Human Relations,Personnel Management,General Administration,Fiscal/Facilities Management,Student Management,School/Department Improvement,Professional Growth and Development	http://apps.esc13.net/edapp/public/uploads/1a8d88154c5dcc74ccf626c58f00e02b_appraisal-administrators.doc
NEW BOSTON ISD	019905	Locally developed performance evaluations	Locally developed appraisals based upon TASB model job descriptions	http://apps.esc13.net/edapp/public/uploads/cdca19861cbd03bfe77f0bdbb9cc521c_Evaluation.pdf
NEW BRAUNFELS ISD	046901	Eduphoria	We use the Principal's job description and scale to evaluate our Administrators.	http://apps.esc13.net/edapp/public/uploads/04b5b255f6f56f894f65f08f5d2989b9_Principal_APPR_2011[1].pdf
NEW CANEY ISD	170908	Commissioner Recommended and Locally Developed	We use the Commissioner Recommended Student Performance Domain worksheet and a locally developed worksheet for principals. We use a locally developed job performance form tied to job descriptions for other administrators.	http://apps.esc13.net/edapp/public/uploads/0b76d195292b3bd1550ca7a615c6287a_PDAS Survey.pdf
NEW DEAL ISD	152902	Local Princpal Appraisal	Reports student performance data from AEIS.	http://apps.esc13.net/edapp/public/uploads/60e741cebb9afd9ec9e881e3b906f4f3_Principal Appraisal-2.doc
NEW DIANA ISD	230906	Locally developed	Based on components of the job description for particular positions	No Public Link Reported
NEW FRONTIERS CHARTER SCHOOL	015805	New Frontiers Charter School Performance Evaluatio	Categories consist of: Outstanding, Exceeds, Meets Expectations, Needs Improvement, and Unacceptable. Sections include: Job Knowledge, Quality of Work,Quantity of Work,Cooperation,Judgement,Dependability, Communication,Adaptabilty,Initiative,Supervision	http://apps.esc13.net/edapp/public/uploads/16659e68fcc2a42db0f9f16501a288b3_NFCS Performance Evaluation.pdf
NEW HOME ISD	153905	New Home ISD Principal Appraisal	District designed evaluation consisting of seven domains and uses a rating system of 1 to 5.	http://apps.esc13.net/edapp/public/uploads/fc8c214abc1cf6b8ffd86d40de709a4b_Principal eval.doc
NEW SUMMERFIELD ISD	037908	TASB- Administrator Appraisal	Has a rating scale that consists of 1)outstanding;2)Exceeds Expectations;3)Meets Expectations;4)Improvement Indicated & 4) unsatifactory. In addition,it measures all performance areas.	http://apps.esc13.net/edapp/public/uploads/b7f76a079aa0c2698285fec9f1e0eb47_Administrator appraisal.doc

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NEW WAVERLY ISD	236901	New Waverly ISD Principal/Administrator Evaluation	44 questions divided into 9 sub groups: Organizational managment, Organizational climate, Orgnaizational improvement, personnel managment,fiscal and facillities managment, student managment, community relations, prof growth, and campus performance object	http://apps.esc13.net/edapp/public/uploads/88fd091257483657943c561aa103eec1_principal eval.docx
NEWCASTLE ISD	252902	Newcastle ISD Administrator Appraisal System	Newcastle ISD uses a 0-5 point scale to assess 9 areas of job performance for principals. We also use the commissioner-recommended student performance domain documents found on the Region 13 website.	http://apps.esc13.net/edapp/public/uploads/a8e20d51b007f91d17eab414760fc7fe_Principal Appraisal.zip
NEWMAN INTERNATIONAL ACADEMY OF ARLINGTON	220817	n/a	This school has not opened yet.	No Public Link Reported
NEWTON ISD	176902	Commissioner Recommended Student Performance Domai	The District uses a combination of the Commissioner-Recommended Student Performance Domain and an evaluation that is composed of a Likert Scale and is based on the Texas Association of School Boards principal job description.	http://apps.esc13.net/edapp/public/uploads/ 893a1c8b84e69611311680be6a1a7e0c_NISD_PrincipalEval_2011.pdf
NIXONSMILEY CISD	089903	NSCISD Successful Schools	We use the Commissioner-Recommended Student Performance Domain worksheet, job description and a superintendent's meeting twice a year to appraise our administrators.	http://apps.esc13.net/edapp/public/uploads/ 78aaefd368ae6e7aaaf30ea1cf9dea06_DOC060911.pdf
NOCONA ISD	169902	Commissioner_Recommended Student Performance Domai	Use commissioner-Recommended Student Performance Domain with progress check toward district/campus goals identified in improvement plans, using Likert-scale (1-5)	http://apps.esc13.net/edapp/public/uploads/4e905f3f657098085dec26503d364a50_Nocona ISD Principal Eval.pdf
NORDHEIM ISD	062902	Nordheim ISD Superintendent Appraisal Instrument	The superintendent is appraised with a district-made instrument based mainly on completion of district goals, superintendent proficiency measures and TAKS results.	http://apps.esc13.net/edapp/public/uploads/ f461bb7f8b61ae3ac3a84df47538feaf_Superintendent's Evaluation 2011.docx
NORMANGEE ISD	145906	TASB- administrator	I follow the TASB model administrator guidelines with the insert supplied by the service center to complete the administrator evaluation.	No Public Link Reported
NORTH EAST ISD	015910	NEISD Principal/Assistant Principal Evaluation	The evaluation is a component of 8 domains focusing on educational leadership. Also included is the Commissioner-Recommended Student Performance Domain Worksheet and a Staff Development Record.	http://apps.esc13.net/edapp/public/uploads/9182b653297662dcbfd9962ed717dfcb_Principal Evaluation 61011.pdf
NORTH FOREST ISD	101909	Administrator Evaluation Form	Check List	http://apps.esc13.net/edapp/public/uploads/dbfc701c23696643bcf6127389e4670a_Admin Evaluation form.docx

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
NORTH HILLS PREPARATORY SCHOOL	057803	Director Evaluation Form	The appraisal system measures performance in seven areas of school leadership: 1)Policy implementation, 2) Strategic Planning, 3) Curriculum & Instruction, 4) Financial Management,5) Facilities Management 6)Professional Development,& 7) School Climate.	http://apps.esc13.net/edapp/public/uploads/ffd6c9e05b6d3bc9b7c1cb22ae5c620a_Director Evaluation Form.doc
NORTH HOPKINS ISD	112906	Principal Evaluation and Job Description	This system is based on 1-5 rubric, 5 being outstanding. Based on the Performance indicators and 16 job performances that reflect the performance of the principal	http://apps.esc13.net/edapp/public/uploads/90539028509be1c569884d1804c77974_principals eval.doc
NORTH LAMAR ISD	139911	Local System	All administrators are appraised by the superintendent and they are also asked to do a self-apprasail.	No Public Link Reported
NORTH ZULCH ISD	154903	North Zulch ISD Performance Apprasial System	Evaluation using the commissioner reccommended performance measures for administrators.	http://apps.esc13.net/edapp/public/uploads/ d1bb48ef36f9958d24b4fb794996e7fa_appraisal0001.pdf
NORTHSIDE ISD	244905	ESC 13 principal appraisal , Principal evaluation	Student indicators on the esc 13 website as well as five domains of effective principal's are used in the evaluation. The five domains are evaluated on a three point scale.	http://apps.esc13.net/edapp/public/uploads/255c03f0eba55c6c5d45d275b9edf35c_principal appraisal pt 1.pdf
NORTHSIDE ISD	015915	Northside Campus Administrator Evaluation	District-developed instrument that has been used since 2006	http://apps.esc13.net/edapp/public/uploads/21a54a06dc2d1c58355dcf4c6c04b12b_Copy of 5242.pdf
NORTHWEST ISD	061911	Northwest Principal/Asst. Principal Evaluation	Setup by 8 Domains Evaluation similiar to PDAS	http://apps.esc13.net/edapp/public/uploads/68e91ff78f00fadad74b1eba9cd467ae_Principal Asst. Principal Evaluation.xml
NORTHWEST PREPARATORY	101848	Administrative Personnel Appraisal Report	Instructional Management, School/Organizational Climate and Improvement, Personnel Managment, Administration and Fiscal/Facilities Management, Student Management, School/Community Relations, Professional Growth and Developement, Professional Practice	http://apps.esc13.net/edapp/public/uploads/ 167ba50e0bb77c71742348bcaad61fa9_Administrative Personnel Appraisal Report.docx
NOVA ACADEMY	057809	Adminstrative Appraisal System	The Adminstrative Appraisal Instrument assesses the principals proficiencies for learner centered schools as described by thestate of Texas.	http://apps.esc13.net/edapp/public/uploads/ 50acee9489bef1467cbf15aa1563b6bc_Administrative Appraisal System(1).doc
NOVA ACADEMY SOUTHEAST	057827	ADMINISTRATIVE APPRAISAL SYSTEM	The Administrative appraisal system instrument assesses Principal's proficiencies for learner centered schools, as described by the State of Texas.	http://apps.esc13.net/edapp/public/uploads/ ee96c8dfbb6e185e277cbda34c3cde09_Administrative Appraisal System(1).doc

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
NOVICE ISD	042906	Superintendent/Principal Evaluation Form	Follows the Commissioner's Recommended Process with Student Achievement as One Domain	http://apps.esc13.net/edapp/public/uploads/9f14a2fb3b0c29a659487f17c3dc22e6_Principal Evaluation Form.doc
NUECES CANYON CISD	069902	NCCISD Campus Administrator Job Description/Apprai	Basic evaluation of all areas of responsibility for campus administrators	http://apps.esc13.net/edapp/public/uploads/ 22ed2dba6fbcda63ce8f060b287c7682_scan0005.pdf
NURSERY ISD	235904	Locally developed	Nursery ISD has one person who serves as both principal and superintendent. Our evaluation has been locally developed	http://apps.esc13.net/edapp/public/uploads/ 9898939924b8b70fb876f83ddafa85e6_Superintendent Evaluation for Year 2010 - 11.docx
NYOS CHARTER SCHOOL	227804	Local System	Based on assessment results and performance of duties listed in job description	No Public Link Reported
OAKWOOD ISD	145907	Commissioner-Recommended Student Perf. Domain	This system is based on student perforance using the AEIS and AYP.	No Public Link Reported
ODEMEDROY ISD	205905	OEISD Job Description/Performance Evaluation	The OEISD job description/performance evaluation identifies job related strengths and weaknesses in the areas of instructional, personnel, fiscal, student, and community management.	http://apps.esc13.net/edapp/public/uploads/9a888c8a956a69ba98fef1cbcee4aac3_Principal Evaluation.pdf
ODONNELL ISD	153903	Not applicable	No internal appraisal system in place	http://apps.esc13.net/edapp/public/uploads/ 5c682818b59b4da36d000a26b936837c_document.docx
ODYSSEY ACADEMY INC	084802	Goal Setting	Goal Setting based on performance	No Public Link Reported
OGLESBY ISD	050904	Oglesby ISD Principal Evaluation	Uses leadership domains and skills, teacher/student data, and performance measures.	http://apps.esc13.net/edapp/public/uploads/2727e1029b02527c438d01eb03a36199_Oglesby ISD Principal Evaluation.docx
OLFEN ISD	200906	Locally developed Superintendent Appraisal Documen	Follows state criteria. 1.Instructional Mgt 2.School Morale 3. School Improvement 4.Personnel Mgt 5.Management of Admin,Fiscal,& Facilities 6.Student mgt. 7.School & Community Relations 8.Prof. Growth 9.Board/Supt. Realtions 10.AEIS & District Perf. Obj.	http://apps.esc13.net/edapp/public/uploads/ 9ab5d71971da5d8c56e797bc45072df8_Superintendent Evaluation.doc
OLNEY ISD	252903	PDAS	We use the state provided forms available from Region 13 ESC.	http://apps.esc13.net/edapp/public/uploads/a5840353dd94bbe866ba9af855b8882a_Principal Appr. Form.pdf
OLTON ISD	140905	OISD Principal's Evaluation Instrument	The Evaluation Instrument consists of two parts: Priority Performance Goals for the principal and items that assess performance on ongoing management responsibilities of the principal.	http://apps.esc13.net/edapp/public/uploads/a089c7673be3ef12a81c1c1130d1ff58_Principal's Appraisal Instrument.doc

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
ONALASKA ISD	187910	Local Administrator Appraisal System	Our Local Administrator Appraisal System identifies job goals, qualifications, working conditions and performance responsibilities. This evaluation is conducted annually in a conference setting.	http://apps.esc13.net/edapp/public/uploads/15daae2ebc2052b0f7c02608c36a2fa2_Admin Eval Form.pdf
ONE STOP MULTISERVICE CHARTER SCHOOL	108801	IRRA Center Director's Evaluation	Evaluates the performance of the Center Directors in the following areas: 1. Instructional Leadership 2. Organizational Leadership 3. Moral/Ethical Leadership 4. Managerial Leadership 5. Information Management 6. Student Behavior Management	http://apps.esc13.net/edapp/public/uploads/3b9a005449180dc5895b57c653c9f322_Center_Director_Self_Evaluation_Template_1.xls.pdf
ORANGE GROVE ISD	125903	Locally Developed Administrator Appraisal	The OGISD administrator appraisal instrument requires administrators to complete essays on the following topics: Instructional, Personnel, Facilities, & Student Management, Community & Superintendent Relations, AEIS, and Improvement Strategies.	http://apps.esc13.net/edapp/public/uploads/d78830ca66d011cc802bb6bca86347f0_Principal Appraisal Instrument.docx
ORANGEFIELD ISD	181905	Locally Developed	The commissioner-recommended student performance is included with the campus principals evaluations.	http://apps.esc13.net/edapp/public/uploads/460b6420c647b6385ace7e6929274fab_Adm. Staff Appraisal0001.pdf
ORE CITY ISD	230903	OCISD Appraisal Instrument Principal	Comprehensive appraisal sections with job related specifics	http://apps.esc13.net/edapp/public/uploads/fc76e53d991de97406091f8875f5e482_Principal Appraisal 2011.pdf
ORENDA CHARTER SCHOOL	014804	Locally developed performance evaluation	Performance based on job description for each position in the district	No Public Link Reported
OUTREACH ACADEMY	235801	OAAAS	This document is a board approved system that assess the proficiency of effective leadership.	No Public Link Reported
OVERTON ISD	201908	TASB appraisal form	See attached form.	http://apps.esc13.net/edapp/public/uploads/d8182a334cc43496aa0237a4c400c596_Overton Administrative Appraisal Form.pdf
PADUCAH ISD	051901	Region administrator forms, plus supt/board input	Paducah ISD uses the commissioner's recommended system incorporating the AEIS data, also superintendent observations and school board observations recommendations for growth, and commendations	http://apps.esc13.net/edapp/public/uploads/4453311e33bbb655216b2c4f9fea6709_principal appraisalWorksheet.pdf
PAINT CREEK ISD	104907	Professional Development Appraisal System	2004 Revision	No Public Link Reported
PAINT ROCK ISD	048903	Commissioner's, TASB, & local form	Principals is Commissioner's form + local form developed by previous supt. Supt. resigned before he was evaluated by the board. Principal became new superintendent.	http://apps.esc13.net/edapp/public/uploads/5e31910ce31c1aa345d0949722aa910a_Worksheet commissioners.pdf

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
PALACIOS ISD	158905	Local	A local administrator evaluation tool was designed based on the administrator's job description.	http://apps.esc13.net/edapp/public/uploads/ce95f7f0f0fd3459b83a614289360973_Principal Evaluation Instrument.pdf
PALESTINE ISD	001907	Locally developed	Based on TASB model with local modifications	http://apps.esc13.net/edapp/public/uploads/46314ece5fe740636455a4d87dfc05a9_Secondary Principal.doc
PALMER ISD	070910	Local Appraisal Tool	Evaluation, self evaluation, and TAKS information	http://apps.esc13.net/edapp/public/uploads/2d5892ff0a07578ea0c4c4ccdcce4531_Principal Evaluation.doc
PALO PINTO ISD	182906	TASB	Use of TASB model appraisal form combined with locally developed developed self-reporting system.	No Public Link Reported
PAMPA ISD	090904	Appraisal for Professional Staff/Commissioner-Reco	Competencies app: Instructional Management, Organization Climate, Organization Improvement, Personnel Management, Man. of Administrative/Fiscal/Facilities, Student Management, School/Community Relations, Prof Growth/Dev & Comm-Rec Student Perf Domain	http://apps.esc13.net/edapp/public/uploads/0e12b833864a5df161915b13498f9ad5_Director of Special Populations - Updated Sept 2010.docx
PANHANDLE ISD	033902	Commissioners Recommended Appraisal	Focuses on student performance.	http://apps.esc13.net/edapp/public/uploads/fefe56b0b7afedd732b0900354c26118_Principal Appraisal.pdf
PANOLA CHARTER SCHOOL	183801	PS Admininistrative Review	Each administrator is appraised from the job discription approved by board of directors, alond with expectations discussed with each individual.	http://apps.esc13.net/edapp/public/uploads/52b9cb083ff6b6eae2fee8f1d38918cc_Outcome8OpeningPage.docx
PANTHER CREEK CISD	042905	Panther Creek Administrator Appraisal	I am both the superintendent and K-12 principal. Superintendent appraisal only.	http://apps.esc13.net/edapp/public/uploads/6e44e44e6c986a3648d9ed8df4d8f1a6_SuptEval.docx
PARADIGM ACCELERATED CHARTER SCHOOL	072801	Education Specialist Summative Evaluation	Paradigm uses a detailed evaluation/appraisal that relates to the diverse methodology of charter schools. Each supervisor provides a formative and summative evaluation annually for those they supervise.	http://apps.esc13.net/edapp/public/uploads/d5690d7be881418abb65f12111da6fb4_Education Specialist Evaluation.doc
PARADISE ISD	249906	Locally Developed Administrator Evaluation	Based on the Standards for Administrators and student performance data	http://apps.esc13.net/edapp/public/uploads/25ea4000d55ab61500ea8e9a1cfb6888_Adminstrator Appraisal Form- SFSF report.docx
PARIS ISD	139909	PDAS	The district has develped its own appraisal system and forms for each category of administrator	http://apps.esc13.net/edapp/public/uploads/8ab44503d8f33c8ed8bbfa3251d36908_Appraisal - Secondary Principal, rev. 1-14-02.doc
PASADENA ISD	101917	Administrator Appraisal Record	The admin.completes 3 sect. that includes their reflection on the year,professional goals they may have for the coming year,and suggestions to their supervisor.The evaluator will list comments and suggestions concerning their job perform.	http://apps.esc13.net/edapp/public/uploads/878617be64d0cdea9848bd3fb5e31d5c_Adm Appr.pdf

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
PASO DEL NORTE	071803	PDAS	This instrument is researched based and adopted by the state in 1997	No Public Link Reported
PATTON SPRINGS ISD	063906	Principal Evaluation Instrument	Principals are evaluated using this instrument and the Commissioner-Recommended Student Performance Domain	http://apps.esc13.net/edapp/public/uploads/89a7926ba5766452990fb23e683b602d_Commissioneer-Recommended Student Performance Domain _principal complete.pdf
PAWNEE ISD	013902	TASB Principal Evaluation Instrument	The Principal Evaluation Instrument recommended by TASB is used, along with the Commissioner-Recommended Student Performance Domain Worksheet as an addendum.	http://apps.esc13.net/edapp/public/uploads/75e029ea75b392a62866bd0b908b518d_PRINCIPAL EVALUATION INSTRUMENT.pdf
PEAK PREPARATORY SCHOOL	057838	Director Evaluation Form	The appraisal system measures performance in seven areas of school leadership: 1)Policy implementation, 2) Strategic Planning, 3) Curriculum & Instruction, 4) Financial Management,5) Facilities Management 6)Professional Development,& 7) School Climate.	http://apps.esc13.net/edapp/public/uploads/5241747c25177c413f64f76868857805_Director Evaluation Form.doc
PEARLAND ISD	020908	Pearland Independent School- Principal Evaluation	Principal's are evaluated on campus/student performance and the responsibilities list on their resceptive job descriptions.	http://apps.esc13.net/edapp/public/uploads/c4554c84b31f8384dad1c3065b9bf84c_Principal_Ev..pdf
PEARSALL ISD	082903	TASB Job Descriptions	The evaluations used for administrators are the TASB job descriptions with a rating scale of 1 to 5 assigned to each duty, with 5 being the highest. There is also a section for formative and summative evaluation comments to be made by the supervisor.	http://apps.esc13.net/edapp/public/uploads/7052c91f5a2454b176bbbb42918fee7c_Job Descriptions.pdf
PEASTER ISD	184908	Locally Developed	Locally developed document that looks at all aspects of administration and includes a worksheet detailing student performance	http://apps.esc13.net/edapp/public/uploads/87597850f73d1c983f84de3ef4ad82b2_Summary Appraisal Worksheet.pdf
PECOSBARSTOWTOYAH ISD	195901	PROFESSIONAL DEVELOPMENT AND APPRAISAL SYSTEM	Pecos Barstow Toyah ISD continues to use the state approved instrument, Professional Development and Appraisal System (PDAS) for appraising its teachers and identifying areas that would benefit from staff development.	No Public Link Reported
PEGASUS SCHOOL OF LIBERAL ARTS AND SCIENCES	057802	Pegasus Campus Leadership Appraisal System	The Pegasus Campus Director's Appraisal System is designed/developed to appraise principals on the elements of the Pegasus School Model and traditional principal performance standards. This model includes knowledge of and commitment to the Mission.	No Public Link Reported

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
PENELOPE ISD	109914	Old TASB Superintendent Evaluation System	It is a simple evaluation form made by TASB many years ago. It evaluates the superintendent in several critical areas as defined by policy. There is no other administrator appraisals as the superintendent is the only administrator in the district.	http://apps.esc13.net/edapp/public/uploads/fe3680c7847a192b00243c71a44c4f48_supt appraisal.pdf
PERRINWHITT CISD	119903	Commissioner-Recommended Student Performance Domai	Uses campus accountability rating, student performance, test results, dropout, completion, and attendance rates, along with identification of areas for growth, strengths, and areas to address.	http://apps.esc13.net/edapp/public/uploads/efba179711efe698fbaf59254fdfd870_principal appraisals 2010-2011.pdf
PERRYTON ISD	179901	Commissioner-Recommended Student Performance Dom..	Perryton utilizes the â€œCommissioner-Recommended Student Performance Domain for the Appraisal of Principals and Superintendentsâ€. This instrument utilizes AEIS and demographic data, and state law in order to evaluate administrative personnel.	http://apps.esc13.net/edapp/public/uploads/ 53f2e10e1c95711665b423f074b69c24_administrator appraisal.pdf
PETERSBURG ISD	095904	PISD Evaluation Instrument for the Principal	Rating system using 9 domains and a total of 43 indicators. Evaluated as on a scale of 1 (unsatisfactory) to 5 (clearly outstanding).	http://apps.esc13.net/edapp/public/uploads/3451f902071e1d0e974232adcd714de3_PISD Principal Evaluation Template.docx
PETROLIA ISD	039903	Principal Evaluation Instrument Summary Appraisal	Administrators are evaluated by a state recommended Principal Evaluation Instrument. Principals are rated on a scale of 1 to 3 with 3 defined as Exceeds Expectations. Principals also submit a self evaluation.	http://apps.esc13.net/edapp/public/uploads/5ddff3488718fcd649ffff50f523492b_Principal Evaluation Instrument.doc
PETTUS ISD	013903	PISD Principals Evaluation Instrument	TASB Model	http://apps.esc13.net/edapp/public/uploads/29125d0039d0d75e8547882ced8360cc_PISD Principal Evaluation Instrument.doc
PEWITT CISD	172905	Principal Performance Appraisal	Region 13 document	http://apps.esc13.net/edapp/public/uploads/526730ce03514274ea0ad03385e858ba_eval.pdf
PFLUGERVILLE ISD	227904	P3: A System's Approach	The appraisal system for both principals and assistant principals is based on the ISSLC standards and is aligned with the district framework. It involves both formative and summative evaluations, conferences with the supervisor and documentation.	http://apps.esc13.net/edapp/public/uploads/ f361c0431331da26088c588d96e05aa8_PrincipalPerformanceAssessmentProcess.pdf
PHARRSAN JUANALAMO ISD	108909	Administrative Performance Appraisal System	This evaluation includes student performance domain (TAKS), AYP, annual attendance, and learner centered proficiences; leadership, climate,professional development, curriculum and instruction, equity in excellence for all and communication.	http://apps.esc13.net/edapp/public/uploads/f04d6b3e072d71c9f489fd3173a8d27f_Appraisal System.pdf

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
PHOENIX CHARTER SCHOOL	116801	PCS Administrator Appraisal System	The Phoenix Charter School Administrator Appraisal System combines the domains required with the charter's requirements. Administrators are appraised based on their compliance with the domains.	http://apps.esc13.net/edapp/public/uploads/4a657eb51546ccbabf5b379ba9426e36_pcs admin eval p1.docx
PILOT POINT ISD	061903	Principal Appraisal	Apraisal form is generated from the job discriptions forms created by TASB.	http://apps.esc13.net/edapp/public/uploads/192a637367389f4d461c12988065757d_camp_princ_eval_frm_combined.pdf
PINE TREE ISD	092904	Pine Tree ISD Administrator Appraisal	Process involves annual appraisal to be conducted by the immediate supervisor to include the eight domains outlined in Texas Administrative Code Rule 150.1021 and the Commissioner-Recommended Student Performance Domain.	http://apps.esc13.net/edapp/public/uploads/61b055e193aa4148c9af03e23c15b519_Pine Tree Administrator Appraisal.doc
PINEYWOODS COMMUNITY ACADEMY	003801	Employee evaluation using job description	Employees are evaluated using their job description	http://apps.esc13.net/edapp/public/uploads/807fec8d6159f18b8237a6334d385c2e_special programs coor081110perseval.docx
PITTSBURG ISD	032902	Texas Association of School Boards appraisals	8 domains - rating scale of 1 (needs improvement), 2 (proficient), 3 (exceptional)	http://apps.esc13.net/edapp/public/uploads/be85a6f3652bd3f448a58191e56e206d_NETWORK ADMINISTRATOR_appraisal instrument.doc
PLAINS ISD	251902	Plains ISD Administrator Appraisal	Adaptation of TASB's system approved by the local school board.	http://apps.esc13.net/edapp/public/uploads/27cbe47beb2ae0805906084f042b9794_Principal Evaluation Form 01.06.09.doc
PLAINVIEW ISD	095905	Job Descriptions	Job Descriptors Evaluated on a 5-Point Scale with 5 - "Excellent" and 1 - "Unsatisfactory"	http://apps.esc13.net/edapp/public/uploads/ea9bc634635c2c809135ff7230c0de42_Assistant Principal.doc
PLANO ISD	043910	Plano ISD Administrator Appraisal System	Formative Conference w/principals discussing goals for new school year. Formative Conference at mid-year discussing progress toward goals/strategies. Summative Conference determining goals met,in progress,or not yet achieved. Prof.develop.hrs.reported	http://apps.esc13.net/edapp/public/uploads/bcff4cc7eee075220a91c8a6c63b83c6_Principal Goal Setting Form 2010-11.pdf
PLEASANT GROVE ISD	019912	LOCAL EVALUATION INSTRUMENT	THE INSTRUMEMT IS USED TO IDENTIFY STRENGTHS AND AREAS FOR GROWTH..	No Public Link Reported
PLEASANTON ISD	007905	Pleasanton ISD Principal Summative Evaluation Repo	Local devised evaluation instrument which evaluates 9 supervisory areas	http://apps.esc13.net/edapp/public/uploads/4c3460d652fff4071f8576e3b0c97c93_prin eval.pdf
PLEMONSSTINNETTPHILLIPS CISD	117904	Locally developed administrator appraisal system	It includes the Commissioner recommened student performance	http://apps.esc13.net/edapp/public/uploads/424819adf3281747a53ea642c97c7050_Princ eval.doc
POINT ISABEL ISD	031909	Local evaluation	Local evaluation	http://apps.esc13.net/edapp/public/uploads/4677bfb0c1d78c532d2dbb4462428558_EVALUATION FORM SPECIAL PROGRAMS ADMINISTRATOR.pdf
PONDER ISD	061906	Ponder ISD Locally Developed	General Evaluation	http://apps.esc13.net/edapp/public/uploads/2aa5c0fd5f9458bc7a6ba35168899c98_Ponder Evaluation Principal.pdf

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
POOLVILLE ISD	184901	Principal Evaluation Instrument	INstrument evaluates nine domains including instructional management, school climate, school improvement, personnel management, student management, community relations, and professional growth.	http://apps.esc13.net/edapp/public/uploads/1093507077daa5234ff888174ae60f7e_Principal Evaluation.doc
POR VIDA ACADEMY	015801	None	None	No Public Link Reported
PORT ARANSAS ISD	178908	Principals' & Business Mgr Eval Instrument	Principals' and Business Manager's appraisals are completed using their job description which is then turned into a 5 point evaluation system.	http://apps.esc13.net/edapp/public/uploads/f2ef595659fc4d56caaf4e915c1e06b9_principal evaluation instrument.pdf
PORT ARTHUR ISD	123907	APPRAISAL SYSTEM BASED ON TASB MODEL	APPRAISAL SYSTEM BASED ON TASB MODEL--SEE ATTACHMENT	http://apps.esc13.net/edapp/public/uploads/6396812b10302e89f385e375899b95eb_Educator Appraisal Report System.doc
PORT NECHESGROVES ISD	123908	Performance & Appraisal Document	All sections are addressed and scored independantly. Campus performance ratings are used in the scoring.	http://apps.esc13.net/edapp/public/uploads/058cc9d8a325e4852064121517aaaa75_Appraisal Document--Principals.doc
POSITIVE SOLUTIONS CHARTER SCHOOL	015814	Staff Recruit/Evaluate/Retain/ Incentive System	Based on the TAP model and develop using the Teacher Effective Process	No Public Link Reported
POST ISD	085902	Principal Evaluation	8 domains and Priority Goals; Does not Meet, Meets, Exceeds Narrative	http://apps.esc13.net/edapp/public/uploads/b153bbfee37cb706c2cc035d6320c4d6_ES Principal Evaluation.pdf
POTEET ISD	007906	Commisioner Recommended Student Performance Domain	See attachment	http://apps.esc13.net/edapp/public/uploads/d7989c63640431b7561becab504466a9_Poteet ISD Principal Evaluation.pdf
POTH ISD	247904	Principal Performance Appraisal - Summ Eval.	Principals are evaluated in 7 domains. They receive a rating of Clearly outstanding (5) to Unsatisfactory(1) with comments to support rating.	http://apps.esc13.net/edapp/public/uploads/9682af34b8aa04d55bc8df7e83889a47_Page 4.pdf
POTTSBORO ISD	091913	21st Century School Adminstrator Skills	Self assessment plus observer assessment looking at skill quotients	http://apps.esc13.net/edapp/public/uploads/ 75f7ea43f8d1b45f6da85bc8395b4865_Principal_Eval_Doc_2011.pdf
PRAIRIE LEA ISD	028906	PLISD Administrative Data and Performance Review	Locally developed review which utilizes observation, anecdotal reports, as well as identified and anonymous staff and biannual community surveys.	http://apps.esc13.net/edapp/public/uploads/58c39ae9abb9ea646245a1987e834c16_PLISD Admin and Parent Survey.doc
PRAIRIE VALLEY ISD	169909	Principal Evaluation Instrument	The instrument has 16 different performance responsibilities which can be rated according to 1 of 5 rating scales.	http://apps.esc13.net/edapp/public/uploads/28d954b657b7292ffb7a90e22f155c17_Principal Evaluation Instrument.pdf
PRAIRILAND ISD	139912	TASB Administrative Evaluation from Region 13	We use the TASb recommended evaluation form.	No Public Link Reported
PREMIER LEARNING ACADEMY	084805	No students at this school	No students at this school	http://apps.esc13.net/edapp/public/uploads/3c81682d80d8cb338816d6b5d8358b1f_TEA letter to admin.doc

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PREMONT ISD	125905	N/A	All administrators were evaluated. However, our HR staffer responsible for the maintaining pesonnel folders and appraisal documents recently experienced a personal tragedy and will not be here until 8/8/11. I can get a copy of the document that date.	No Public Link Reported
PRESIDIO ISD	189902	TASB Recommended Administrator Appraisal	It is a model recommended by the Texas Association of School Boards. We also use a locally developed rubric for collaborative assessment purposes.	http://apps.esc13.net/edapp/public/uploads/4021c2a138767bed9ce0965f7e0eacbc_PRINCIPAL EVALUATION.doc
PRIDDY ISD	167904	Priddy ISD Administrative Appraisal	School Board completes a scale of superintendent/principal goals met throughout the school year.	http://apps.esc13.net/edapp/public/uploads/0668e2a367529c3291574c682f649339_superintendent evaluation.doc
PRINCETON ISD	043911	locally developed	descriptive	http://apps.esc13.net/edapp/public/uploads/088b2c292937f475f7a3ebcf6d609ac3_ADMINAPPRAISAL2011.doc
PRINGLEMORSE CISD	098903	TASB Model for Sup't App with local modification	Pringle-Morse is single admin district therefore no principal appraisal instrument	http://apps.esc13.net/edapp/public/uploads/92d85c2a870706ae1b430d816adae10b_student performance domain.pdf
PROGRESO ISD	108910	Principal/Administrator Appraisal	The appraisal System rate the following management of campus, teachers, and community, budget, curriculum,State Assessments, Attendance,etc.	http://apps.esc13.net/edapp/public/uploads/a929ffb7a9dfd3d76189b054e3bce7cf_admin appriasial system.zip
PROSPER ISD	043912	Prosper ISD Principal Evaluation Tool	Based on the principal competencies, including an extensive narrative on school improvement, instructional management, and personnel management.	http://apps.esc13.net/edapp/public/uploads/582da4b458e758b7fcb197dd88c21bd9_Prosper Principal Evaluation Tool.pdf
QUANAH ISD	099903	Paper Evaluation	Paper evaluation form	http://apps.esc13.net/edapp/public/uploads/99d7cead73d2870260eed0567cee8e18_Supt Eval 2010-11.pdf
QUEEN CITY ISD	034907	TASB/Locally Developed	TASK Recommended Model	http://apps.esc13.net/edapp/public/uploads/c498c67205e155284be60f21351e90fc_Eval-EL Principal.doc
QUINLAN ISD	116908	TASB principal appraisal	TASB principal appraisal plus improvement in assessment results.	http://apps.esc13.net/edapp/public/uploads/fa8abfed0f3dd4d1134811e2cb2f2711_principal appraisal[1]2011.pdf
QUITMAN ISD	250904	In house appraisal form	Due to the fact that the interim superintendent came into the district in January of 2011, a self appraisal was used in a joint setting.	http://apps.esc13.net/edapp/public/uploads/c037980226107791e977e0618c8dfc27_self appraisal.PDF
RADIANCE ACADEMY OF LEARNING	015815	Administrator Formal Observation/Evaluation Form	Foundations of Education; Organizational Management; Personnel Management; Instructional Management; Educational Governance, School Community Relations and Student Affairs; Management and Cooperation; Professionalism; Accountability;TAKS scores	http://apps.esc13.net/edapp/public/uploads/edb658a906b18be772a6ae1c3ba11352_Administrator Formal Observation-Evaluation Form.docx

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
RAINS ISD	190903	Local	Combination of State TAKS results and locally identified indicators.	http://apps.esc13.net/edapp/public/uploads/a6a1be0bbe4628f7c32a3cb56e9ca9e7_scan0001.pdf
RALLS ISD	054903	District Created	Based on campus performance, campus health, community perceptions, previous year reflection	No Public Link Reported
RAMIREZ CSD	066005	There is no formal appraisal system.	The school board uses its best judgement regarding the superintendent/principal's performance.	http://apps.esc13.net/edapp/public/uploads/578ce317988774791f15fb87192d9247_RamirezISDNote.docx
RANCH ACADEMY	234801	CEO Appraisal	Board tool utilized to verify job funtions and performance.	http://apps.esc13.net/edapp/public/uploads/4ddeca9b4f606c8dbd9211746fac5a13_CEO APPRAISAL 051701.docx
RANDOLPH FIELD ISD	015906	Locally Developed Assessment system	The administrator appraisal system is a locally developed system based on goal setting and a rubric rating scale.	http://apps.esc13.net/edapp/public/uploads/aeded9a0c6fdcd8694326ea28779626d_Assoc Principal appraisal template.doc
RANGER ISD	067907	PDAS	Formal PDAS used every three years. Summative PDAS used each alternating year.	http://apps.esc13.net/edapp/public/uploads/27c8caf6f6afa6669fd86fd3184200e7_PDAS Summary report.doc
RANKIN ISD	231902	Locally developed appraisal system	1. Review Campus Performance Report and Campus performance objectives 2. Review progress made on principal performance goals 3. Review performance of responsibilities and duties from job description 4. Define priority performance goals for next year	http://apps.esc13.net/edapp/public/uploads/683abf4c4cc79e32657979c25abaa290_ADMIN APP DOC.pdf
RAPOPORT ACADEMY PUBLIC SCHOOL	161802	Rapoport Academy Administrator Evaluation	In-house system involving attached self-evaluation, which is completed by administrator and reviewed in evaluation interview with superintendent (or, in the case of superintendent, with board chairman). Also includes review of student performance data.	http://apps.esc13.net/edapp/public/uploads/bcd6393f2dcecbeb71458de2c419ccaf_Rapoport Academy Administrator Evaluation.pdf
RAUL YZAGUIRRE SCHOOL FOR SUCCESS	101806	Tejano Center Employee Performance Evaluation	Our Administrator evaluatoin is encompassed by 3 areas of evaluation, with the first area having 9 indicators assesing overall performance, knowledge and quality driven by a 3 point scale.	http://apps.esc13.net/edapp/public/uploads/43f7fb7036c07aa5e4ca575f060a6b84_TCCC Annual Performance Appraisal.pdf
RAVEN SCHOOL	236801	GCTC/Raven School Administrator Appraisal System	Locally developed by the residential facility and facility president/district superintendent	http://apps.esc13.net/edapp/public/uploads/f09ae30c61c524eb6adab8e80653c2db_Sample School Admin Annual Eval.doc
RAYMONDVILLE ISD	245903	District Administrator Evaluation	Focuses in on Instructional Management, School/Organization Morale,Improvement,Personnel Management,Management of Fiscal, Administrative, and Facilities Functions,Student Management,Professional Growth and Developement,and School/Community Relations.	http://apps.esc13.net/edapp/public/uploads/b14fb0e3663205b2d4b9d0e0ba71c035_Principal.doc

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REAGAN COUNTY ISD	192901	REAGAN COUNTY ISD Principal Appraisal Document	Evaluates nine components of school leadership.	http://apps.esc13.net/edapp/public/uploads/28268d94da978f043d64cb431f0849aa_REAGAN COUNTY ISD PRINCIPAL elv..doc
RECONCILIATION ACADEMY	057841	Locally developed instrument	Board approved instrument based on proficiency, ethics and academic achievement.	http://apps.esc13.net/edapp/public/uploads/c754e6ca00b97830349beb415d674231_PrincipalEvaluationInstrument.doc
RED LICK ISD	019911	Locally Developed Based on Commissioner's Rules	Ten domains	http://apps.esc13.net/edapp/public/uploads/73b2ab67bd07df6cd85b853d4e6cee23_Principal & AP Evaluation Form[1].docx
RED OAK ISD	070911	Locally Developed	Administrators are appraised annually by their supervisor and it is reviewed with them in a conference.	http://apps.esc13.net/edapp/public/uploads/f02bcc7f649c88ff6dccb07f4509ff07_Principal eval.doc
REDWATER ISD	019906	Locally developed	Assesses in these domains: Inst. Mgt, School climate, School improvement, Personnel Mgt, Fiscal Mgt, Student Mgt, Professional development, and School/Community relations. We use the Commissioners' add on for student achievement.	http://apps.esc13.net/edapp/public/uploads/aba1bb9b19e67c3c1a19ce4b145593c0_Principal Eval Form.pdf
REFUGIO ISD	196903	Refugio ISD Campus Principal Evaluation	Locally-developed instrument which covers 9 domains and 31 indicators. Also use the Commissioner's Recommended Student Performance Domains	http://apps.esc13.net/edapp/public/uploads/1665c5a8fe0a4e39a30ebcf7320b1e5d_PRIN EVAL INSTRUMENT.DOC
RESPONSIVE EDUCATION SOLUTIONS	221801	Administrator Performance Evaluation	ResponsiveEd uses a detailed evaluation/appraisal that relates to the diverse methodology of charter school. Each supervisor provides a formative and summative evaluation annually for those they supervise.	http://apps.esc13.net/edapp/public/uploads/c6ff6100c91d08b34864451f38c69da4_Director - Superintendent Evaluation Form 201.pdf
RICARDO ISD	137902	Commisioner Recommended Student Performance Domain	Employee performance based on 8 criteria areas rated on a scale ranging from Excellent to Needs Improvement. The Commissioner-Recommended Student Performance Domain form is also used as part of the appraisal process.	http://apps.esc13.net/edapp/public/uploads/4fe7d3b1bf27ccd2fd1719d1a44a334d_Risd Principal Evaluation Forms.pdf
RICE CISD	045903	Comm. Appr. Prin. Appr. '10 (Reg III) / Local Inst	Uses student performance and self evaluation / supervisor evaluation to determine the effectiveness of the administrator.	http://apps.esc13.net/edapp/public/uploads/b91f684d8e762970b73e1c8bce26505f_Principal (Self Eval).pdf
RICE ISD	175911	PDAS & Summative Evaluation Report	Summative Evaluation Report is based on cummulative performance information to estimate the principal's effectiveness in meeting each criterion.	http://apps.esc13.net/edapp/public/uploads/8468fdb653d38617ad880ae398657c7b_Principal Worksheet.pdf
RICHARD MILBURN ACADEMY AMARILLO	188801	Internally developed	Appraisal is an internally developed document	http://apps.esc13.net/edapp/public/uploads/6d18ac84e985560e30cfd7f63989d6a8_Eval. #2-Pinson 2010-11.pdf

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RICHARD MILBURN ACADEMY ECTOR COUNTY	068801	Locally Developed	Evalauates the monitoring of instruction, following policies/procedures, timely rporting, managing budgets,overseeing the campus site regarding discipline and safety, removal, retention, professional development for self and campus	http://apps.esc13.net/edapp/public/uploads/eac34f9752132f2d3fda57dafa2f89cb_Eval. #2-Pinson 2010-11.pdf
RICHARD MILBURN ACADEMY FORT WORTH	220812	Locally Developed	Evaluates manging budgets, monitoring instruction, professional sevelopment, timely reporting	http://apps.esc13.net/edapp/public/uploads/5395f735ac9472807704b5fd93417c76_D. Blnchard#2-2011.pdf
RICHARD MILBURN ACADEMY SUBURBAN HOUSTON	101854	Locally Developed	See Atached	No Public Link Reported
RICHARD MILBURN ALTER HIGH SCHOOL CORPUS CHRISTI	178804	Locally Developed Appraisal	Monitoring of Effective Instruction, Managing Budgets, Communication with Parents and the Organization, Timely submission of Reports, School Operations	http://apps.esc13.net/edapp/public/uploads/6700edad85a0da0eb1ae3596e312147f_D. Blnchard#2-2011.pdf
RICHARD MILBURN ALTER HIGH SCHOOL KILLEEN	014801	Locally Developed	Evaluates timely reporting practices, oversite on campus staff development, managing budgets and expenses, CIP requirements, SIP initiatives, professional conduct	http://apps.esc13.net/edapp/public/uploads/c8e1e2cbfa93a5dfb986c372d54d0656_Eval.#1-Pinson2010-11.pdf
RICHARDS ISD	093905	Richards ISD Principal Assessment Instrument	Locally developed instrument that covers nine domains including student performance.	http://apps.esc13.net/edapp/public/uploads/b0a958686fa59adee84739a639313c71_RISD Principal Assessment.pdf
RICHARDSON ISD	057916	RISD Principal / RISD Asst Principal Appraisals	Formative evaluation, goal setting, and action planning process.Observation and other factor used in scoring. Summative evaluation providing feedback and counseling when needed.	http://apps.esc13.net/edapp/public/uploads/5ab122e867c866c807bcb401d330b7c9_Principal with indicator types1.doc
RICHLAND COLLEGIATE HS OF MATH SCIENCE ENGINEERING	057840	Strategic Performance Management System (SPMS)	Administrators complete a mid-year report and an end-of-year report using the SPMS forms. Administrators are evaluated against their performance goals and major accomplishments.	http://apps.esc13.net/edapp/public/uploads/ 6fced6795dc560a208be3f45444f5581_SPMSinstructform.pdf
RICHLAND SPRINGS ISD	206902	Local Appraisal document	Superintendent evaluates principal Board of Trustees evaluates superintendent	No Public Link Reported
RIESEL ISD	161912	Local Principal Evaluation	Line Item job description	http://apps.esc13.net/edapp/public/uploads/69a6797306dc1adc0fe59e41e935b52b_Principal Evaluation Form-2.pdf
RIO GRANDE CITY CISD	214901	Principal's Evaluation Instrument, Assistant Princ	Principal - 18 domains rated on a scale from Below Expectations to Clearly Outstanding Asst. Principal - 9 domains rated on a scale from 1 (Unsatisfactory) to 5 (Clearly Outstanding)	http://apps.esc13.net/edapp/public/uploads/0d0c787f91e66a7dad5a80722a561096_Principal's %20Evaluation%20Instruction[1].pdf
RIO HONDO ISD	031911	TASB model	Use TASB recommended model in conjunction with Region 13 instructional domain	http://apps.esc13.net/edapp/public/uploads/c9f701610090f9d4e4692016ec8a8c52_ADMIN APPRAISALS.zip

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RIO VISTA ISD	126907	Commissioner Recommended	Commissioner recommended	No Public Link Reported
RIPLEY HOUSE CHARTER SCHOOL	101853	STARS	STARS stands for the Staff Training Assessment and Rewards System. The program is to review past performance with the goal of maximizing effectiveness and efficiency in future performance. The process includes goals and evaluating those goals.	No Public Link Reported
RISE ACADEMY	152802	Nonexistent Appraisal System	This appraisal system does not exist. The entry here is simply so as to advance to step 4 in order to complete the report	http://apps.esc13.net/edapp/public/uploads/1ab54523ee42106e24d8c4132ccacf27_Nonexistent Administrator Appraisal System.doc
RISING STAR ISD	067908	Administrator Appraisal System	Locally constructed administrator appraisal system with a small likert scale.	http://apps.esc13.net/edapp/public/uploads/d220bac29d5188ce2a79d2d2de3c4a0c_Evaluation-AD_10.doc
RIVER ROAD ISD	188902	District developed appraisal system	Administrators earn a score of 5 - 1 with 5 being clearly outstanding and 1 being below expectations	No Public Link Reported
RIVERCREST ISD	194903	Rivercrest Administrator Performance Indicator	Follows state criteria/guidelines for administrators similiar to PDAS for teachers.	No Public Link Reported
RIVIERA ISD	137903	Professional Development and Appraisal System	Covers domains 1-7	http://apps.esc13.net/edapp/public/uploads/3fab0d279ac6614394db821d606af0aa_We use region 3 file system.docx
ROBERT LEE ISD	041902	Principal Appraisal System	Performance appraisal of campus level administrators within the district	http://apps.esc13.net/edapp/public/uploads/d25e73e2ca4e937fc0e5f1078be0e6c1_Commissioner-Recommended StudentPerformance Domain.pdf
ROBINSON ISD	161922	Robinson ISD Principal Evalulation Instrument	The evalulation system consists of two parts: Priority performance goals for the principal and items that assess performance on ongoing management responsibilities of the principal.	http://apps.esc13.net/edapp/public/uploads/13c1a19a7daab93f438bdb132f6b5f19_Robinson ISD Principal Evaluation Instrument.pdf
ROBSTOWN ISD	178909	Local Appraisal System	Locally developed which includes end of year TAKS scores	http://apps.esc13.net/edapp/public/uploads/71306c9c34d606305abb3b22060d9263_Principal Eval 2010-2011.doc
ROBY CISD	076903	Commissioner-Recommended Student Performance Domai	Administrator appraisal system is program recommended by the state and sent to service centers.	http://apps.esc13.net/edapp/public/uploads/eee3c6000aed5c8aab38c13ffd608c1f_09-10 Prin Eval Intervention.pdf
ROCHELLE ISD	160904	Commissioner Recommended	Commissioner Recommended appraisal forms	http://apps.esc13.net/edapp/public/uploads/fb7586c91351e016089319a33bb12b7c_Jym appraisal 1.pdf
ROCKDALE ISD	166904	Rockdale ISD Local Administrator Evaluation	Criterion Based evaluation with five levels. Areas measured are specific domains based on the administrator's responsibility.	http://apps.esc13.net/edapp/public/uploads/a94de36fb785e4a5b1576f3ffd4bfa60_Administrator Eval.doc

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ROCKSPRINGS ISD	069901	Commissoner-Recommended	The annual report describing the educational performance of each campus shall be a primary consideration in evaluating campus principals. In addition, the appraisal of a principal shall include consideration of the student acheivment.	http://apps.esc13.net/edapp/public/uploads/a9d9f14ab47c8c1db312c65369ba515d_Binder1.pdf
ROCKWALL ISD	199901	Administrator Personal Professional Development	The purpose is to enhance and enrich professional practice, and as a result, positively impact student engagement and success. This appraisal supports each administrator in seeking and accomplishing specific and individual learning goals.	http://apps.esc13.net/edapp/public/uploads/1bcf13897e639dc90c2513c9279f2c04_Goal_Setting_2010.pdf
ROGERS ISD	014907	Region XIII Principal Appraisal	Commissioner recommended	http://apps.esc13.net/edapp/public/uploads/55b4675a395fc0ca9491c468f9c454a2_Principal Appraisal.pdf
ROMA ISD	214903	Roma ISD Administrator Evaluation	This form encompasses the following main areas. Curriculum and Instruction, School Organizational Climate, School Improvement, Personnel Mgnt, Adminstrative and Fiscal Mgnt, Student Mgnt, Professional Growth/Development, School Comm. Relations	http://apps.esc13.net/edapp/public/uploads/bb71c6e42f579987725938eb97683ba9_RISD Adm Eval.pdf
RON JACKSON STATE JUVENILE CORR COMPLEX UNIT I	025910	Texas Youth Commission	Administrative ratings are based on the TEA recommended administrator domains and descriptors.	http://apps.esc13.net/edapp/public/uploads/979d45ae70171fddfea3a5d8d8228d12_HR_903 Principal eval.doc
RON JACKSON STATE JUVENILE CORR COMPLEX UNIT II	025911	Texas Youth Commission	Administrator's ratings are based on TEA recommended administrator appraisal domains and descriptions.	http://apps.esc13.net/edapp/public/uploads/cd71b06a136a57a9ed53f93299d4dc52_HR_903 Principal eval.doc
ROOSEVELT ISD	152908	Roosevelt ISD Administrator Evaluation	Has domains including: student management, instruction, budget/fiscal management, campus climate, campus improvement, school/community relations, professional development. Administrators are ranked on a scale of 1 - 5.	http://apps.esc13.net/edapp/public/uploads/8d2a58ab675f1dabf923f359a297f471_Principal Evaluation.doc
ROPES ISD	110905	Ropes ISD Principal Evaluation	Superintendent evaluates principals	No Public Link Reported
ROSCOE ISD	177901	Roscoe ISD Campus Principal Evaluation	It is a 9 domain evaluation that includes Instructional Management, School Organizational Climate, School Organizational Improvement, Personnel Management, Administration and Fiscal/Facilities Management, Student Management, Professional Growth, etc	http://apps.esc13.net/edapp/public/uploads/98145b02f6799700fb1fee45456e3214_SuptPerformanceDomain.docx

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ROSEBUDLOTT ISD	073905	TASB HR Services	It is a evaluation instrument which measures duties and responsiblities, instructional management, school improvement, student management, personnel management and professional growth and development.	http://apps.esc13.net/edapp/public/uploads/b814c39ca59b4b11ea1c96c2b9dc95ca_Blank Princ Evalution.docx
ROTAN ISD	076904	Appraisal of Principals	Combination from TASB and Region 3	http://apps.esc13.net/edapp/public/uploads/a78e642a42ea5a534ee3bd44246ce1fb_Principal Evaluation Spikes 10-11.pdf
ROUND ROCK ISD	246909	ABC	The ABC administrator appraisals are aligned with the objectives of the teacher appraisals.	http://apps.esc13.net/edapp/public/uploads/c16192118c5065c8a4d89848a089508b_Principal ABC Eval_11.pdf
ROUND TOPCARMINE ISD	075908	State and local performance instrument	State district performance data and local job performance instrument	http://apps.esc13.net/edapp/public/uploads/ 265e4b7bd3f56231609f569f8e52b77e_PrincipalEval.doc
ROXTON ISD	139908	Greg Carpenter	I do five minute walkthroughs on all teachers during a two week cycle. I then do one observational evaluation using PDAS once a year.	http://apps.esc13.net/edapp/public/uploads/23b6886df50a75403a19fe5979fb2241_pdas 2[1].docx
ROYAL ISD	237905	Evaulation of the Principal	The following are the areas of evaluation: School Climate,School Improvement,Instructional Management,Personnel Management,	http://apps.esc13.net/edapp/public/uploads/eb1d2627f390eaf6d924dc527a482d76_Emailing 001.txt
ROYSE CITY ISD	199902	RCISD Administrator Appraisal	General evaluation of administrative duties, growth in AEIS data	http://apps.esc13.net/edapp/public/uploads/eddf4e1995f26859881b2fa772113a90_Prinev part 2.doc
RULE ISD	104903	Principal Performance Appraisal	rating scale divided into 9 domains	http://apps.esc13.net/edapp/public/uploads/ 6b6506fdd7bda271e942510b38a5054e_PRINCIPAL PERFORMANCE APPRAISAL2010-2011.doc
RUNGE ISD	128903	Professional Development Appraisal System	Based on Professional Principal Job Description (TASB) and goal setting.	http://apps.esc13.net/edapp/public/uploads/f27221a5108274aae2f323a26356d223_Employee eval introduction 5.4.11.doc
RUSK ISD	037907	Portfolio Assessment for Campus Administrators	Each year 3 goals are set between the campus administrator and the superintendent. Artifacts are collected by the campus administrator and a portfolio is built based on the artifacts. The portfolio is discusses during and evaluative conference.	http://apps.esc13.net/edapp/public/uploads/2f648698fd5140f90ab1840aeb368920_sample principal eval.pdf
S AND S CISD	091914	NA	Appraises performance in 9 domains, Organizational Climate, Administrator/Superintendent Relations, Organizational Improvement, Fiscal/Facilities, Instructional Management, Student Management, Personnel, School/Community Relations, Professional Growth	http://apps.esc13.net/edapp/public/uploads/ d04fbeaf5ce1d9501e9f05b21d7b7d34_Administrator Appraisal I 2.doc
SABINAL ISD	232902	TASB	We use a template and adjust it to our needs.	http://apps.esc13.net/edapp/public/uploads/008145bd3395a107ad31e84ff0dbf0a3_PDAS evaluation to TEA.doc

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SABINE ISD	092906	Sabine ISD Administrator Appraisal System	Measures administrator effectiveness in eight different categories and 43 different objectives	No Public Link Reported
SABINE PASS ISD	123913	TASB Model	The Administer appraisal is based on the goals and objectives set each year by the school superintendent.	http://apps.esc13.net/edapp/public/uploads/1890926d86d3cd22f60b52a2d9e75626_ADMINISTRATOR APPRAISAL.docx
SAINT JO ISD	169911	SJISD Administrator Appraisal Tool	This system rates 14 criteria using a 3 scale rating system. Administrators are evaluated on student and campus performance, as well as, other professional duties and responsibilities.	http://apps.esc13.net/edapp/public/uploads/a23ad89906ea23bd0d90523a900c900e_Principal Evaluation.docx
SALADO ISD	014908	Learner-Centered Appraisal	Administrator completes self-appraisal and supervisor completes appraisal	http://apps.esc13.net/edapp/public/uploads/0f5648c77bd920ccba3a502b3223a46b_administrator appraisal.pdf
SALTILLO ISD	112909	Not applicable	No other administrators to appraise.	No Public Link Reported
SAM RAYBURN ISD	074917	Jeff Irvin	Administrators are appraised using a TASB model.	http://apps.esc13.net/edapp/public/uploads/567686c23727256375ff9921169d9c48_Principal Evaluation.doc
SAMNORWOOD ISD	044904	PDAS	ONE CLASS PERIOD OF EVALUATION AND THEN NUMEROUS WALK THROUGHS	http://apps.esc13.net/edapp/public/uploads/fec0c6c7fa668031bbb8afa13cce4b7c_PADAS.docx
SAN ANGELO ISD	226903	district administrator apprisal	apprisal developed from job description. Rating of 1-5 on job description	http://apps.esc13.net/edapp/public/uploads/37738e207ec0c7763b0f5da62227ee00_principal apprisal document.pdf
SAN ANTONIO CAN HIGH SCHOOL	015817	none	none	http://apps.esc13.net/edapp/public/uploads/9e8064fefa508407ce2256194d3fb629_appraisal.doc
SAN ANTONIO ISD	015907	SAISD Principal Appraisal Instrument	37 item instrument with three levels of performance per item. Includes student performance.	http://apps.esc13.net/edapp/public/uploads/c7121cf720fdabac29fb0af6271b7602_SAISDPrincipalEval.pdf
SAN ANTONIO PREPARATORY ACADEMY	015824	Principal and assistant principal evaluation form	Instructional Leadership, and Organizational leadership,	http://apps.esc13.net/edapp/public/uploads/0ad14fd38e0d6fa1bab8cc7a3d49e034_Dorothy Wendorf Principal.PDF
SAN ANTONIO SCHOOL FOR INQUIRY CREATIVITY	015820	SASA	Comprehensive Administrator Skills Assessment instrument is designed to help school principals and others in school leadership positions obtain performance feedback in order to promote professional growth.	http://apps.esc13.net/edapp/public/uploads/d0fbc4f14e9fbd7b20150fc003b84adb_adminSASA.rtf
SAN ANTONIO TECHNOLOGY ACADEMY	015823	admiistrator apprasial	10 cretira base upon student achievement	No Public Link Reported
SAN AUGUSTINE ISD	203901	unknown	ESC 13 provided the appraisal system based on student performance.	No Public Link Reported
SAN BENITO CISD	031912	principal's appraisal record	addresses instructional management, school climate,school improvement, personnel management,facilities management, student management, community relations, professional growth	http://apps.esc13.net/edapp/public/uploads/f51fa90be54162783a1d809220387980_appraisal.pdf

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SAN DIEGO ISD	066902	Professional Development Appraisal System	PDAS includes 51 evaluation criteria organized in eight domains.	No Public Link Reported
SAN ELIZARIO ISD	071904	PDAS	PDAS	No Public Link Reported
SAN FELIPEDEL RIO CISD	233901	District Principal Appraisal Form	We use a locally developed appraisal form and then attach the Commissioner Recommended Student Performance Domain Summary and the Commissioner Recommended Student Performance Domain Analysis of Indicators for Goal Setting and Intervention Plan (If needed	http://apps.esc13.net/edapp/public/uploads/afd28836c927f2b95a786e229f901b97_PRINCIPAL APP.doc
SAN ISIDRO ISD	214902	Locally developed evaluation system	An evaluation instrument that consists of 7 objectives with indicators under each of them.	No Public Link Reported
SAN MARCOS CISD	105902	Locally Developed Appraisal	Appraisal tied to administrator job description	http://apps.esc13.net/edapp/public/uploads/bd0e00d3fe833add043ad150f6269808_Principal Appraisal.doc
SAN PERLITA ISD	245904	n/a	Based on TASB model job description and forms provided by commissioner	No Public Link Reported
SAN SABA ISD	206901	PDAS	State adopted/provided Professional Development Appraisal System	No Public Link Reported
SAN VICENTE ISD	022903	Locally defined by School Board	There is no principal. I am the Superintendent and Principal and my appraisal is based on my Superintendency.	http://apps.esc13.net/edapp/public/uploads/326471b2ad3019cf4cb77f426cbd2ff0_San Vicente Independent School Board Superintendent Evaluation with changes.docx
SANDS CISD	058909	Commissioner-Recommended Student Performanace Doma	Region 13	http://apps.esc13.net/edapp/public/uploads/a1b44a1a2d1f9da0a27ec9c24a420303_principals appraisal.zip
SANFORDFRITCH ISD	117903	SFISD Administrator Appraisal	Based on TASSP/TASA information, the SFISD Admininstrator Appraisal System is a locally built and approved intrument.	http://apps.esc13.net/edapp/public/uploads/3cd3b6f66fe54271fbfedaf3aeb65583_Principal Appraisal Instrument.docx
SANGER ISD	061908	Sanger Administrator Appraisal	Monitoring of data, observation and annual evaluation conference.	http://apps.esc13.net/edapp/public/uploads/ 5e72f1da357eb095b74ef325dde26284_document.docx
SANTA ANNA ISD	042903	JAMES BIBLE	General Performance Responsibility Covering Eight Domains including Student Performance.	http://apps.esc13.net/edapp/public/uploads/ b6bc0f3a61d73e1c82cff54ef4cbbe86_Administrator Evaluation 2011.pdf
SANTA FE ISD	084909	Santa Fe ISD Employee Performance Review	Each review is based on employee's job description - principal, director, coordinator, etc. The review allows for both the employee and evaluator to assign an appropriate rating based on rubric scale and enter any necessary commments for clarification.	http://apps.esc13.net/edapp/public/uploads/ b5916466a0fbece9259d44674d96d3d2_SFISD_EmplyRevEx_CampusPrin.docx
SANTA GERTRUDIS ISD	137904	Goals	Administrators are appraised based on goals set at the beginning of each year.	http://apps.esc13.net/edapp/public/uploads/ 9adb7bc4eb26a2cc9665b44eb36aa89c_Administator Appraisal.doc
SANTA MARIA ISD	031913	Santa Maria ISD Administrative Appraisal	The istrument has eight components rated from unsatisfactory to clearly outstanding.	http://apps.esc13.net/edapp/public/uploads/ 1dc214ab2c30c703dacde19d9f510d12_20110721145429.pdf

Systems used to evaluate principal performance

Descriptor (a)(2) - Part 1 - Principal Evaluation reporting
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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
SANTA ROSA ISD	031914	Locally developed	The appraisal system evaluates the administrators in key areas of campus management to include student,community, fiscal, facility and AEIS performance outcome management.	http://apps.esc13.net/edapp/public/uploads/0b20fe7b3f752b8ff706c0327a979e68_Secondary Principal Eval.doc
SANTO ISD	182904	Local Assessment Instrument	Includes 8 domains and individual objectives. Also includes Commissioner Recommended Student Performance Domain Worksheet.	http://apps.esc13.net/edapp/public/uploads/434175dfd2e394a3b5b10f2bb13a23d4_Administrative Evaluation.pdf
SAVOY ISD	074911	Locally Developed	locally developed system using TASB model	http://apps.esc13.net/edapp/public/uploads/a85465fea9ce0493d763e60c572ed89d_sup eval.doc
SCHERTZCIBOLOU CITY ISD	094902	Administrator Performance Assessment	Aligned with Baldrige Continuous Improvement Criteria	http://apps.esc13.net/edapp/public/uploads/353f194f411688d284e462e12dd9985b_TEA.Educator Appraisals.Administrators.pdf
SCHLEICHER ISD	207901	eduphorial	Technology based application that evaluates on student performance, and other criterion in campus principal job description	No Public Link Reported
SCHOOL OF EXCELLENCE IN EDUCATION	015806	Professional Employee Performance Evaluation	Listed are five performance factors, eight behavioral traits, and six supervisory factors that are important in the performance of the employee's job. The supervisory factors should be utilized only for employees with supervisory responsibilities.	http://apps.esc13.net/edapp/public/uploads/19cb0bd20db16480c118ea706a428295_Professional_Employee_Performance_Evaluation1.doc
SCHOOL OF SCIENCE AND TECHNOLOGY	015827	HARMONY ADMIN PDAS	This is a slightly modified version of Texas PDAS (Professional Development and	http://apps.esc13.net/edapp/public/uploads/f0618bc8d0c86175ee7f5ff8d60139f1_Harmony PDAS.zip
SCHOOL OF SCIENCE AND TECHNOLOGY CORPUS CHRISTI	178809	HARMONY PDAS	The purpose of this evaluation is to give directions and feedback to the assistant principal for their performance, appreciate the strong areas and give directions about the areas that need improvement.	http://apps.esc13.net/edapp/public/uploads/b95eecf197a3cd9714853252439d51e0_Principal Evaluation Report for assisstant principals.docx
SCHOOL OF SCIENCE AND TECHNOLOGY DISCOVERY	015831	HARMONY ADMIN PDAS	This is a slightly modified version of Texas PDAS (Professional Development and Appraisal System). This system aims to improve student performance through the professional development of teachers.	http://apps.esc13.net/edapp/public/uploads/46eb7d64332c86a805201afe096970db_Harmony PDAS.zip
SCHULENBURG ISD	075903	PDAS	We follow the PDAS system for Administrators	http://apps.esc13.net/edapp/public/uploads/f42b4cc6cbed4842dd42738fc6bbead1_Principal Appraisals.doc
SCURRYROSSER ISD	129910	Locally developed appraisal instrument	Administrators are evaluated with an instrument based on their individual job description.	http://apps.esc13.net/edapp/public/uploads/7b923505fa6dcf60d3d04c526944b9ac_principaleval[1].doc
SEAGRAVES ISD	083901	Superintendent's Evaluation based on ADEPP	Checklist that the superintendent and the administrator go through together in February.	http://apps.esc13.net/edapp/public/uploads/7933494c32d67bbeedc8d54e58239bfa_Principals Evals.docx
SEALY ISD	008902	Sealy ISD Administrator Appraisal System	Each evaluation is based on the job description.	http://apps.esc13.net/edapp/public/uploads/9e7dc4f6e4deb20809859144850df3c6_Principal.doc

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SEASHORE LEARNING CTR CHARTER	178802	Island Foundation Administrator Appraisal System	Staff complete survey; admin completes self-assessment. Board members complete admin assessment. Board reviews assessments, determines strengths/areas to improve. If admin contract offered, board rep meets with admin to determine goals for next year.	No Public Link Reported
SEASHORE MIDDLE ACAD	178808	Island Foundation Administrator Appriasal System	Staff completes a questionaire about IF program including School Discipline, Parent and community interaction, staff interaction, curriculum development and implementation, fiscal responsibility.Administrator does self assessment,Board reviews all data	http://apps.esc13.net/edapp/public/uploads/869c853a26074eb177c610e4eb72368d_IFPerformanceAppraisalReviewForm.doc
SEGUIN ISD	094901	Campus Based Administrator Performance Appraisal	This form is used to formally evaluate the effectiveness of the campus administrator. Nine domains are scored by the superintendent and each principal reviews performance level with the superintendent.	http://apps.esc13.net/edapp/public/uploads/e8e3d159291bd95bf372d87d979a9ad4_CampusBased Appraisal Form.docx
SEMINOLE ISD	083903	Seminole ISD	TASB Model	http://apps.esc13.net/edapp/public/uploads/e043757057882e6d4d9ffd20dfb3245d_Principal.pdf
SERNINOS CHARTER SCHOOL	101802	SER-NiÃ±os Employee Appraisal System	The system evaluates quality of work, productivity, work relationships, decision making and communication skills and professional development requirements.	http://apps.esc13.net/edapp/public/uploads/338965fa5e98c6907962bad3e7e1acf5_blank.DOC
SEYMOUR ISD	012901	Texas Association of School Boards	17 Performance Responsibilities rated on the following scale: Clearly Outstanding, Exceeds Expectations, Meets Expectations, Below Expectations, and Unsatisfactory.	http://apps.esc13.net/edapp/public/uploads/7f65b3322a2997314f142dcd9beb2d62_Principal Evaluation Instrument.pdf
SHALLOWATER ISD	152909	Shallowater ISD's Principal Evaluation	It is locally adopted and is a combination of previous appraisal systems used by the district.	http://apps.esc13.net/edapp/public/uploads/349aa0c0d85304362b6206c4fe16cd71_Shallowater Principal Evaluation blank form.pdf
SHAMROCK ISD	242902	Shamrock ISD / Commissioners Report	Locally developed appraisal tool based on the principal standards. Evaluated as Satisfactory or Below Satisfactory on each criteria. Additionally, the Commissioner's Recommended Report on student achievement is a required component.	http://apps.esc13.net/edapp/public/uploads/bd4425aa54bf89b14a881974f7933f64_Shamrock ISD.pdf
SHARYLAND ISD	108911	Sharyland ISD Administrator Appraisal Instrument	See attachment	http://apps.esc13.net/edapp/public/uploads/587ce79cf76f18f6fdd6169f1eb488c1_10-11 blank princ eval.doc
SHEKINAH RADIANCE ACADEMY	015819	Administrator Formal Observation/Evaluation Form	Foundations of Education; Orgaanizational Management; Personnel Management; Instructional Management; Educational Governance, School Community Relations and Student Affairs;Accountability; TAKS scores	http://apps.esc13.net/edapp/public/uploads/cdc8b1b6da2042036842fd57fef04bff_Administrator Formal Observation-Evaluation Form.docx

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
SHELBYVILLE ISD	210903	TASB/TEA Commissioner Recommended Appraisal System	Annual appraisal conducted on administrators using TASB recommended guidelines and commissioner recommended forms.	No Public Link Reported
SHELDON ISD	101924	Performance Management System - District Designed	Permormance management system with 4 identified goals for each administrator with a checklist of performance evaluation items	http://apps.esc13.net/edapp/public/uploads/49fa9724bdac5f61e57840f29f8d71bb_Admin evaluation 10-11.pdf
SHEPHERD ISD	204904	Evaluation based on TASB job descriptions	A rating scale is ussed to rate the employee's performance of each descriptor. The overall job performance is determined by reviewing all ratings. Commissioner-Recommended Student Performance Domain worksheet is also a component of the evaluation.	http://apps.esc13.net/edapp/public/uploads/fd49e5c3bae48e21205d983bda8f1d7d_Pri. Asst. Princ.doc
SHERMAN ISD	091906	Sherman ISD Principal Appraisal Instrument	This Appraisal Instrument is used to provide â€œperformance-basedâ€ information on the quality of leadership in the areas Student Achievement, Teaching & Learning, Student Management, District Initiatives, School Culture, and Professional Growth.	http://apps.esc13.net/edapp/public/uploads/ a27132b8cc60a073c419ca7e98921d53_Principal_Appraisal_Form_2010-11.doc
SHINER ISD	143903	Commissioners Student Paerformance	Student Performance / Sup. developed eval.	http://apps.esc13.net/edapp/public/uploads/851ac07a1db4776f0058713dce44faab_Progress on Principals.doc
SIDNEY ISD	047905	Professional Development and Apprasial System	walk thrus and full class observations, unannounced and announced.	No Public Link Reported
SIERRA BLANCA ISD	115902	Principal Appraisal Instrument	Includes areas such as: Instructional, Personnel and Student Management, Professional Dev., Admin. Functions, and Student Performance	http://apps.esc13.net/edapp/public/uploads/ 4822160e5e4a8041968e2bf714ed26f1_Principal.docx
SILSBEE ISD	100904	Silsbee ISD Administrator Appraisal	The instrument is based on the job descriptions of the administrators. In addition, AEIS reports are used for student performance.	http://apps.esc13.net/edapp/public/uploads/6ffd05ac984806fb2f849a9f2e7fe55d_Principal.doc
SILVERTON ISD	023902	Commissioner-Recommended St. Perf. Dom. Worksheet	We use the Commissioner-Recommended Student Performance Domain Worksheet along with a locally developed Silverton ISD Principal Evaluation Form.	http://apps.esc13.net/edapp/public/uploads/1757ec603f90d16dd548ab11fb9a4a70_Silverton Principal Evaluation Instrument.pdf
SIMMS ISD	019909	ADMINISTRAOTE EVALUATION INTRUMENT	BOARD APPROVED EVALUATION INSTRUMENT	http://apps.esc13.net/edapp/public/uploads/49922bb2a577663679b66d2797672a19_PRINC EVALUATION.pdf
SINTON ISD	205906	Principal Performance Appraisal Instrument	Locally developed instrument that is aligned to the district's mission, vision, and goals.	http://apps.esc13.net/edapp/public/uploads/ 2c3c271ccd30f1a866b00fe31ddd5fc0_Principal.doc
SIVELLS BEND ISD	049909	TASA	Board appraisal of superintendent/principal	No Public Link Reported
SKIDMORETYNAN ISD	013905	The superintendent developed his own form.	The Superintendent of School's has his own appraisal system.	No Public Link Reported

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SLATON ISD	152903	PDAS along with a local tool developed by district	PDAS alongside a tool developed by district. Data evaluation summary	No Public Link Reported
SLIDELL ISD	249908	Principal Evaluation Instrument	Includes evaluation of instructional management & leadership, school/organizational climate & improvement, personnel management, fiscal & facilities management, student management, professional growth & develop	http://apps.esc13.net/edapp/public/uploads/987009eb24249266fef9fabe7e6a8eaa_SlidellPrincipalEvaluationInstrument.doc
SLOCUM ISD	001909	ESC 13 Appraisal System	Commissioner Recommended	http://apps.esc13.net/edapp/public/uploads/870471fc468b5d0ffbc51fed860ac715_SlocumPrincipalEvaluation8-4-11.doc
SMITHVILLE ISD	011904	Commisioner recommended appraisal of principals	SISD uses the commissioner recommended student performance domain for the appraisal of principals.	http://apps.esc13.net/edapp/public/uploads/b5f37dea007d75bc64d92b5a881299f6_principal eval.pdf
SMYER ISD	110906	Commissioner Recommended Student Performance Domai	This evaluation form is provided to public schools through the Region 13 Educational Service Center.	http://apps.esc13.net/edapp/public/uploads/f99f6e662a920b9488675f2049ecb068_Worksheet.pdf
SNOOK ISD	026903	Snook Administrator Evaluation Form	36 criteria in 8 domains	http://apps.esc13.net/edapp/public/uploads/c4eb129de11f45ec610849def97bd807_adm_eval[1].pdf
SNYDER ISD	208902	TASB's Instructional Administrator Appraisal Form	Scale from Outstanding to Unsatisfactory is used to rate 12 areas.	http://apps.esc13.net/edapp/public/uploads/3be004158530a3b4cf897e52eb175032_Instructional Administrator Appraisal Form - TASB 2011.doc
SOCORRO ISD	071909	Socorro ISD Principal Appraisal Instrument	The Socorro ISD Principal Appraisal Instrument includes 9 Domain Indicators: Instruction, Campus Climate, Campus Improvement, Personnel, Facilities, Student Management, Professional Development, School/Community Relationships and Student Performance.	No Public Link Reported
SOMERSET ISD	015909	Somerset ISD Principal Performance Appraisal	Recreated and Excel Formatted Evaluation Report in 2005-2006 based on 8Domains each have performance criteria to list strengths and areas to address. (see copy attached)	http://apps.esc13.net/edapp/public/uploads/975ea73f1fd276314d2a4c00025ef2f6_SISD Principal's Apprisal System.pdf
SOMERVILLE ISD	026902	Principal Performance Appraisal	Scaled instrument with 8 performance criteria ranked 1-5.	http://apps.esc13.net/edapp/public/uploads/183e15c1bba36ff8cd4aed961b711829_Principals Performance Appraisal.docx
SONORA ISD	218901	PDAS	Online Eduphoria PDAS system	http://apps.esc13.net/edapp/public/uploads/17965ac737ebd7604c34dcfbed3da0f6_PDAS Report.pdf
SOUTH PLAINS	152803	Employee Performance Review	Employee Performance Review is an overall locally developed appraisal.	No Public Link Reported
SOUTH SAN ANTONIO ISD	015908	South San Antonio ISD Administrative Appraisal	This appraisal was developed following a TASB model and reviewed by legal.	http://apps.esc13.net/edapp/public/uploads/4160e8dc9635330af28132b32026273a_Administrator.docx

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SOUTH TEXAS EDUCATIONAL TECHNOLOGIES INC	108802	360-Evaluation	Administrators are evaluated on the basis of self-assessment, feedback from peers,subordinates, and parents, and campus data.	http://apps.esc13.net/edapp/public/uploads/d40a054b42151b167e7eee18934bf6c4_STETPrincipalEV.docx
SOUTH TEXAS ISD	031916	South Texas ISD Administrator Appraisal	Locally developed appraisal instruments; state, national, and local student assessment data is added.	http://apps.esc13.net/edapp/public/uploads/349e027b8bdd552f25b783c6515fc590_South Texas ISD Administrator Evaluation.pdf
SOUTHLAND ISD	085903	Local	locally developed tool that addresses instruction, staff relations, parent relations, ect.	http://apps.esc13.net/edapp/public/uploads/e903ece399937cad0efafafa92644a76_Principal Evaluation 10-1for submission.doc
SOUTHSIDE ISD	015917	Principal Performance Appraisal	The Principal Performance Appraisal helps to identify which areas of staff development are necessary to help administrators improve organizational and instructional effectiveness.	http://apps.esc13.net/edapp/public/uploads/6de40706780692b8178cf8fc4c314660_Evaluation Instrument Sample.doc
SOUTHWEST ISD	015912	Local Developed Instrument	Each Administrator is to develop performance objectives that will support the implementation of the district goal. Applicable goals must be addressed. There should be specific activities, timelines and evidence of completion.	http://apps.esc13.net/edapp/public/uploads/49369b8ec71262ba685c20709b1ad6bc_campus administrator appraisal documents.pdf
SOUTHWEST PREPARATORY SCHOOL	015807	District Debeloped System	Administrators are evaluated at mid-year and at the end of the year. The mid-year evaluation is an open-ended form and the summative evaluation includes special areas of performance.	http://apps.esc13.net/edapp/public/uploads/d9b00b9a38ab491afd33a6b40b3066a7_PRINCIPAL EVALUATION FORM.doc
SOUTHWEST SCHOOL	101838	Charter Developed	Self report with administrative performance review.	http://apps.esc13.net/edapp/public/uploads/eaf79d2e2d1adc9b1c7d4f8fd46f4bee_End of Year Self Assessment Procedure.docx
SPEARMAN ISD	098904	Spearman ISD Administrator Appraisal	A locally-developed, board approved appraisal system that is based upon the principal's job description and meets the guidelines established in Texas Education Code Â§21.354.	http://apps.esc13.net/edapp/public/uploads/c1985057f3d121fc6c1d2e64867c2581_Principals Evaluation.pdf
SPLENDORA ISD	170907	TASB Model	TASB Model matching TASB job descriptions	http://apps.esc13.net/edapp/public/uploads/7d9bffb3f8483e5da0b857fdf5dd896f_3.02e ele prin.doc
SPRING BRANCH ISD	101920	Spring Branch ISD Administrative Appriasal Process	This is an ongoing management process designed to improve both individual and campus performance. The administrator appraisals are conducted jointly with the appraiser and appraisee and are aligned with district and campus/department-based objectives.	http://apps.esc13.net/edapp/public/uploads/dd1fc605cbfa051506eda431eb7ec937_adminapp0910.doc
SPRING CREEK ISD	117907	local instrument	14 criteria	http://apps.esc13.net/edapp/public/uploads/517f322fc3fa2ce182a663932282058d_Appraisal.zip

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SPRING HILL ISD	092907	TASB	Based on 19 TAC 150.1021-Commissioner Recommended Administrator Appraisal Process: Performance Domains and Descriptors.	http://apps.esc13.net/edapp/public/uploads/95169f1fc153b3e7460e9a4e6369bdb6_Principal Appraisal.docx
SPRING ISD	101919	Spring ISD Leadership Matrix	The leadership assessment system is designed to improve both individual and organizational performance. We will establish standards for performance to improve student achievement that are proactive, reciprocal, empowering, standards-based, and truthful	http://apps.esc13.net/edapp/public/uploads/ 85b1ad1eb35bda86eb1c3c2d306654e8_Leadership Matrix-Revision 10-21-10_2.docx
SPRINGLAKEEARTH ISD	140907	TASB Template	Identifies strengthes and areas of growth for the administrator.	http://apps.esc13.net/edapp/public/uploads/dd439024d70de12f6c9608453991aec0_appraisal-self eval.doc
SPRINGTOWN ISD	184902	Administrative Summative Appraisal	Requires a self evaluation of focus and management areas chosen for the academic year and supporting evidence; incorporates human resources leadership and management; organizational leadership and management; department planning and development managemen	http://apps.esc13.net/edapp/public/uploads/ b89dee5580c883a3c70a67294426e3c4_AssistantPrincipalEvaluationForm11-12.pdf
SPUR ISD	063903	TASB	We use the administrator appraisal system and documents provided by TASB.	http://apps.esc13.net/edapp/public/uploads/ 218616f01580ec150f3fce0b9052b583_Principal.doc
SPURGER ISD	229905	ESC 13 Principal Appraisal	We use the administrator evaluation from ESC 13. We also use a self evaluation document for the campus data information. This page would not allow me to attach it to this page.	http://apps.esc13.net/edapp/public/uploads/99e0c39d89a3c3418ab9d7ec2bd0e474_Blank Principal Annual Summative Evaluation.DOC
ST ANTHONY SCHOOL	057836	St Anthony District Appraisal System	It is a system that has 5 domains	http://apps.esc13.net/edapp/public/uploads/4835f35c744b0495d1db2e471bdc18cf_Domain 1-Individual Development Handley.doc
ST MARYS ACADEMY CHARTER SCHOOL	013801	SMACS Principal Appraisal Instrument	Evaluations of job performance in areas of personel management, student achievement, physical accountability, community relations, long term planning goals.	http://apps.esc13.net/edapp/public/uploads/ 677f6c348e867da113fde72233a726b3_boardminutes52011.pdf
STAFFORD MSD	079910	SMSD-Comprehensive Summary of Administrator Perfor	The administrator appraisal instrument utilized at SMSD is District created.	http://apps.esc13.net/edapp/public/uploads/ a49f51220def24fbef035ea2066fafa6_Administrators Evaluations.doc
STAMFORD ISD	127906	Stamford ISD Administrator Appraisal	Locally developed instrument	http://apps.esc13.net/edapp/public/uploads/13a47cd45c733a765a0c8a964c531895_Principal Evaluation.pdf
STANTON ISD	156902	TASB Model	Meets all required domains for appraisal	http://apps.esc13.net/edapp/public/uploads/7d79f9964748f68ea62c34d10e5fff2d_Principal Appraisal Document.doc
STAR CHARTER SCHOOL	227814	Chaparral Star Academy Professional Evaluation	The instrument measures instructor knowledge of subject matter, delivery, adjustment for learning styles, classroom management/atmosphere, etc.	http://apps.esc13.net/edapp/public/uploads/ 0032ad27b93fb416507b1e9a1a1281b9_Professional Evaluation.pdf

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
STAR ISD	167903	Star Principal Appraisal Insturment	Commissioner-Recommended Student Performance Domain Worksheet	http://apps.esc13.net/edapp/public/uploads/af432204de189b5cef2763201c3f159c_principalappraisal.zip
STEPHEN F AUSTIN STATE UNIVERSITY CHARTER SCHOOL	174801	SFASU Administrative Evaluation	see attached	http://apps.esc13.net/edapp/public/uploads/fd1463bfc4a6dc09f361d2a6e2abab04_administrativeevaluationform.pdf
STEPHENVILLE	072903	Principal Evaluation Instrument and Job Descriptio	This instrument is published by Texas Management Publications, Rogers Publishing and Consulting, PO Box 474, Nocona, TX 76255	http://apps.esc13.net/edapp/public/uploads/5cb225e4030d349c40bec05bbcace0ed_PrincipalAppraisal0001.pdf
STEPPING STONES CHARTER EL	101859	August Administravite Board Review	The board of directors appraises the administrator every August based on fiscal responsibility, school safety, building management, school vision, teacher retention and educational achievement of students.	http://apps.esc13.net/edapp/public/uploads/4d183c3eba7098d191f029fe9cf4c742_AugustAdministrator Board Review.doc
STERLING CITY ISD	216901	Sterling City I.S.D. Administrative Evaluation	Local evaluation instrument	No Public Link Reported
STOCKDALE ISD	247906	Principal Evaluation	Each principal is evaluated on 8 criteria. They are: Instructinal Management, School Morale, School Improvement, Personnel Management, Fiscal Management, Student Management, Professional Growth and Development, and Community Relations.	http://apps.esc13.net/edapp/public/uploads/019e6cbd9ba3c9bcca4d8ecb29dcfd04_PrincipalEvaluation Form.doc
STRATFORD ISD	211902	Administrative/Professional Job Evaluation	Evaluates administrators in 9 domains including the TAKS performance	http://apps.esc13.net/edapp/public/uploads/84e2c22fa46ac93cc3a68ed1d19c7d6c_PrincipalEvaluation.doc
STRAWN ISD	182905	Local	Local	http://apps.esc13.net/edapp/public/uploads/4092fdaded0a27fca0f7a71989b56bd7_PrincipalEvaluation Form2.doc
SUDAN ISD	140908	Sudan ISD Principal Evaluation	The base of this system is taken from the Commissioner Recommended Student Performance Domain	http://apps.esc13.net/edapp/public/uploads/f3d25a912bd008879d99347f0c6e6873_SudanISD Principal Evaluation.docx
SULPHUR BLUFF ISD	112910	Principal Review - Performance Rating	Supt. rates the principal on differnet domains using a scale from 1-5. There is a place at the end of the eval. for growth and comments.	http://apps.esc13.net/edapp/public/uploads/3f8b7a9d88c2dece47b78e971c1aa959_scan0001.pdf
SULPHUR SPRINGS ISD	112901	Local/TASB	Locally developed, TASB	http://apps.esc13.net/edapp/public/uploads/d02beea22137a5ec875f5b4382420b3e_PrincipalEvaluation.doc
SUMMIT INTERNATIONAL PREPARATORY	220816	Director Evaulation Form	The appraisal system measures performance in seven areas of school leadership: 1)Policy implementation, 2) Strategic Planning, 3) Curriculum & Instruction, 4) Financial Management,5) Facilities Management 6)Professional Development,& 7) School Climate.	http://apps.esc13.net/edapp/public/uploads/c27cfbd5b3a76ec59fec55949f67b01d_DirectorEvaluation Form.doc

Systems used to evaluate principal performance

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
SUNDOWN ISD	110907	Sundown ISD Principal Performance Appraisal Report	Rating of 1-5 in areas of School Climate, Improvment Contribution, Instructional Mngmt, Personnel Mngmt, Admin and Fiscal/facilities Mngmt, Student Mngmt, Prof Growth and Development, School/Community Relations, Student Performance.	http://apps.esc13.net/edapp/public/uploads/e2dd143cd96c29aa4a9d287e660349d9_Principal Appraisal Report SISD 2011.pdf
SUNNYVALE ISD	057919	Locally Developed	Locally developed instrument based from job description and district goals.	http://apps.esc13.net/edapp/public/uploads/824c05924b2da68e8a855f4ab48f0710_Principal's Evaluation Form.doc
SUNRAY ISD	171902	Sunray ISD Principal Evaluation Tool	Our superintendent met with all administrators and used student achievement data, communication skills, educational leadership, building & facilities management, etc. to evaluate performance. Administrators self-evaluated prior to summative conference.	http://apps.esc13.net/edapp/public/uploads/ eb0e55a09bff6d3973cdf7bef5968bfd_principalfillableevaluation pdf - Adobe Acrobat Professional.pdf
SWEENY ISD	020906	Sweeny ISD Principal Evaluation	TASB model format that corresponds to each administrator's job description.	http://apps.esc13.net/edapp/public/uploads/ce8fb844e777285a19c376b2818d2b0e_Principal Evaluation Form.pdf
SWEET HOME ISD	143905	Locally Developed	The superintendent is the campus principal. The appraisal system is for the superintendent. There is not a principal appraisal.	http://apps.esc13.net/edapp/public/uploads/ e0cf88b775d01736c718934faf1f4f0e_Superintendent Appraisal Instrument - 2011.docx
SWEETWATER ISD	177902	SISD Administrator Appraisal System	Locally developed Administrator Appraisal System designed to establish duties and to record perceptions of the administrator's strengths and weaknesses based on the job description.	http://apps.esc13.net/edapp/public/uploads/801ff561d0d7dc6b6f0598ff4c1b17ae_SISD Principal Appraisal Form.doc
TAFT ISD	205907	Principal Appraisal Instrument Taft ISD	This instrument rates from 0-4 on: Instructional Management,Climate, School Improvement, Personnel Management, Administration and Fiscal/Facilities Management, Student Management, School Community Relations, Professional Growth & campus performance.	http://apps.esc13.net/edapp/public/uploads/ c296a95d9a39314be1cb84626bfa2b35_PRINCIPAL APPRAISAL INSTRUMENT 07-08.doc
TAHOKA ISD	153904	Tahoka ISD Administrator Appraisal	Superintendent conducts appraisal.	http://apps.esc13.net/edapp/public/uploads/83dc271f67d9b82f3c88b58a258905b1_Principal Appraisal Form.doc
TARKINGTON ISD	146907	TASB Resources	Specific job responsibilities/duties are organized into domains. Each description is assigned a rating scale which consist of three possible levels of performance; below expectations, meets expectations, exceeding expectations.	http://apps.esc13.net/edapp/public/uploads/519e1172ec4c84d1edd391f89ee4a115_TISD Principal (2).pdf
TATUM ISD	201910	TISD Locally Developed	Administrators have a formative and summative appraisal each year. They are evaluated in eight major areas using ratings of Meets expectations - Below Expectations & Exceeds Expectations for descriptors in each category.	http://apps.esc13.net/edapp/public/uploads/5e506889fa77d9811a3d49e879f23885_School %20Safety%20Report%202011[1].doc

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
TAYLOR ISD	246911	TASB model plus Commissioner St. Performance	Principals are evaluated under nine domains, all dealing with sound instructional leadership practices.	http://apps.esc13.net/edapp/public/uploads/f5ebf0a70bd29ac0440d3b641c676938_4.02 Asst Principal.doc
TEAGUE ISD	081904	Teague ISD Administrator Appraisal	Developed in-house. Uses job descriptions and each area is rated a plus or minus.	http://apps.esc13.net/edapp/public/uploads/da6a53c864e30627ba9b5f76a636f5e5_Principal-revised 11-21-05.pdf
TEKOA ACADEMY OF ACCELERATED STUDIES	123803	Evaluation Form	We use a paper form for evaluating the administrators	http://apps.esc13.net/edapp/public/uploads/728ebde03ebbcf87d8329fa58941f0a2_evaluation associate principal.doc
TEMPLE EDUCATION CENTER	014803	Temple Education Center Appraisal System	We look at a number of things which include: Student's successful completion of year's requirement, parent and teacher comments, student success on taks Cooperativeness and ability to work with other staff,	http://apps.esc13.net/edapp/public/uploads/f0abff61901233901e855c72dad952d3_Not available on this computer.docx
TEMPLE ISD	014909	Principal Appraisal System	The Evaluation Instrument consists of three parts: Priority Performance Goals for the principal and items that assess performance on ongoing management responsibilities of the principal (using AEIS reports).	http://apps.esc13.net/edapp/public/uploads/de6429ff99ea1b758f6d27a35f0df418_PRINCIPAL Appraisal.2010.doc
TENAHA ISD	210904	T-CLASS	Tenahaâ€™s Collaborative Learning Accountability Success System	http://apps.esc13.net/edapp/public/uploads/600043a15c4109728f47f58a64edd732_T-CLASS Manual.doc
TERLINGUA CSD	022004	Commissioner-Recommended Student Performance	Worksheet of AEIS, AYP data/Summary/Analysis of Indicators for Goal Setting	No Public Link Reported
TERRELL COUNTY ISD	222901	The Board appraises me	I am the superintendent and principal. The school board appraises me	No Public Link Reported
TERRELL ISD	129906	Summative Evaluation Report for Terrell ISD	There are 8 performance competency areas on the evaluation instrument. Each area is rated on a 1-5 scale. 1 is unsatisfactory and 5 is clearly outstanding.	http://apps.esc13.net/edapp/public/uploads/74df828f8d60ffb47821a0dce20e2f77_Principal Asst P Eval.pdf
TEXARKANA ISD	019907	Texarkana ISD Administrator Appraisal System	The TISD Administrator Appraisal System is divided into Part I (General responsibilities and expectations) and Part II (Major responsibilities and duties of the job description), and the Commissioner-Recommended Student Performance Domain worksheet.	http://apps.esc13.net/edapp/public/uploads/d8a9a1ea74c8e4d7d1a5b90c198169a2_TISD Principal Appraisal Template.pdf
TEXAS A M UNIVERSITY AT GALVESTON	084505	n/a	This is not a K12 institution	http://apps.esc13.net/edapp/public/uploads/7ebf7885c89752ce001c163065ff2eec_Not relevant.docx

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
TEXAS ACADEMY OF LEADERSHIP IN THE HUMANITIES	123503	Lamar University Appraisal System	Associate Provost of Lamar University evaluates director. Director evaluates other administrators in the department using the same instrument. Lamar's Human Resource Department is in process of writing a new instrument.	http://apps.esc13.net/edapp/public/uploads/5ce50f7a86b4f03fc84dfd3f5ca1c5d6_Educator Appraisal System Report of Administrators.docx
TEXAS CITY ISD	084906	Written evaluation	Written documentation followed by a conference in which educational goals are discussed.	http://apps.esc13.net/edapp/public/uploads/ d91be3888599bceb7a60eb956ef47e3b_Performance Goals Template.doc
TEXAS ELEMENTARY SCHOOL OF THE ARTS	220814	TESA Principal Evlauation	The Superintendent asks each faculty/staff member to complete the Principal Evaluation Form and submit it to her directly. The Superintendent reviews and summarizes the data and reports/meets with the principal to discuss.	http://apps.esc13.net/edapp/public/uploads/aab1f7cb1d2eafe7a55e221282351b88_Principal Evaluation TESA.docx
TEXAS EMPOWERMENT ACADEMY	227805	David W. Nowlin	District generated appraisal system.	No Public Link Reported
TEXAS PREPARATORY SCHOOL	105802	N/A	N/A	No Public Link Reported
TEXAS SCH FOR THE BLIND VISUALLY IMPAIRED	227905	Principal Performance Appraisal	The Principal Performance Appraisal was developed and approved by the Board beginning with the 2003-2004 school year. It is consistent with the rules of the State Board of Education to appraise the performance of principals annually.	http://apps.esc13.net/edapp/public/uploads/ 26342e76e63497d0c19d3311f61be375_principal_asst_principal_res_dir_perform_appraisal.doc
TEXAS SCH FOR THE DEAF	227906	Individual	Administrators have individual evaluations based on job responsibilities.	http://apps.esc13.net/edapp/public/uploads/69edde581e3672db1034401263e701fc_High School Supervisor.doc
TEXAS SERENITY ACADEMY	170801	Administrator Appraisal Principal Domain Forms	Evaluates the administrators in regards to the improvement in TAKS results as well as meeting AYP,AEIS.	http://apps.esc13.net/edapp/public/uploads/ 47a96f383319c36fe9613ea57ae0dca1_administrator appraisal.pdf
TEXAS TECH UNIVERSITY HIGH SCHOOL	152504	Texas Tech University Staff Performance Evaluation	It includes a Supervisor's Evaluation consisting of the following sections: Mandatory Factors, Supervisory Factors, Goals, Evaluation of goals for previous year, and Goals for next twelve months.	http://apps.esc13.net/edapp/public/uploads/ 1b6e4612805b7f87281aca8609b933db_PerformanceEvalFormfinal.pdf
TEXHOMA ISD	211901	ADMINISTRATOR APPRAISAL XIII	XIII DEVELOPED PRINCIPAL AND SUPT. APPRAISAL	http://apps.esc13.net/edapp/public/uploads/ b48cd06e5227bf55a759cf180b377d7e_SuptFillInForm.docx
TEXLINE ISD	056902	Commissioner-Recommended + Local Instrument	Local Instrument is broken into Instructional Management, School Climate, School Improvement, Personnel Management, Fiscal/Facility Management, Student Management, Professional Growth, Community Relations, AEIS and Campus Performance Objectives	http://apps.esc13.net/edapp/public/uploads/1479ec5ef1d0535401820785f536eeba_EVAL principals.docx

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THE EAST AUSTIN COLLEGE PREP ACADEMY	227824	Performance Appraisal	The appraisal system rates principal on a perforamance scale from Unsatisfactory to Exemplary.	http://apps.esc13.net/edapp/public/uploads/56b97f779d2baf31df2230034df5e2cf_Job Performance Appraisal - Principal.doc
THE LEGENDS ACADEMY	061803	Commissioner Recommended	Analysis of student success on the Texas Assessement of Knowledge and Skills	http://apps.esc13.net/edapp/public/uploads/e693f33ed62990ff2f204faa5911b194_Administrator eval Summary 5.pdf
THE RHODES SCHOOL	101861	Locally Developed	The system address various competencies of administrators including ap's, instructional coordinators and the superintendent	http://apps.esc13.net/edapp/public/uploads/f1e4b95d5c1e288374c6598e5adf92a7_instructional coordinator.docx
THE SCHOOL OF LIBERAL ARTS AND SCIENCE	057821	District no longer listed in ASKTED	District no longer listed in ASKTED	http://apps.esc13.net/edapp/public/uploads/05719cddcf06743ffad779a96c19fa25_Not relevant.docx
THE VARNETT PUBLIC SCHOOL	101814	Leadership Tasks and Competencies for the Director	Campus Directors are evaluated based on 6 components.	http://apps.esc13.net/edapp/public/uploads/2d118ec31e822d339ca513499577000a_Leadership Tasks and Competencies for the Campus Director_Performance Appraisal1011.docx
THERESA B LEE ACADEMY	220806	No students at this school	No students at this school	http://apps.esc13.net/edapp/public/uploads/031ab58a1d3b7aa70ab85d3567f53228_TEA letter to admin.doc
THORNDALE ISD	166905	Thorndale ISD Administrator Appraisal System	Local assessment	http://apps.esc13.net/edapp/public/uploads/158ce2bc52ec1267ca42c878661910e6_2010-2011 Eval for principals.doc
THRALL ISD	246912	Thrall ISD Administrator's Evaluation	District developed appraisal system based on nine domains: Organizational Culture, Administrator/Superintendent Relations, Organizational Improvement, Administration and Fiscal/Facilities Management, Instructional Management, Student Management...	http://apps.esc13.net/edapp/public/uploads/0245537d86c5a55c4883cf5dc3d3cad9_Administrator Appraisal.docx
THREE RIVERS ISD	149902	Performance Evaluation Record	This is a district developed appraisal system that evaluates principals in the areas of managerial skills, communication, instructional leadership and supervision, program responsibilities, and professional attributes.	http://apps.esc13.net/edapp/public/uploads/7fe496fa2805b01a059a2dfe47a2d31b_Performance Evaluation Record - Principals.pdf
THREE WAY ISD	072901	Superintendent/Principal Evaluation Instrument	The form addresses key responsibility areas and provides for evaluation scoring from 1 - 3	http://apps.esc13.net/edapp/public/uploads/868d22336782d944784eccd2bacae84b_Supt_Prin_Evaluation_Form.doc
THROCKMORTON ISD	224901	TEA Recommended	TEA Recommended	http://apps.esc13.net/edapp/public/uploads/6114ddabcd68e2ab8e7ddf0aaaa2c331_Principal App.pdf
TIDEHAVEN ISD	158902	Locally developed system.	Indicators applicable to the position.	http://apps.esc13.net/edapp/public/uploads/238b371144a9e748f94fb8b33d01f357_Principal's appraisal.doc
TIMPSON ISD	210905	PDAS	administratos are rated 1-5 on seies of statements concerning leadership of campus, state assessment scores for their campus are also part of evaluation	No Public Link Reported
TIOGA ISD	091907	Local appraisal	goals, supervisor observation, principal reflection	http://apps.esc13.net/edapp/public/uploads/13284b192e2d9e8098359d9f72e1de1e_10-11.doc

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
TLC ACADEMY	226801	5E's Appraisal	It is a locally developed program that incorporates portions of the teacher system, charter visions and goals, school and community needs,and components of effective administration, such as: Instructional management, organization,school improvement, pers	http://apps.esc13.net/edapp/public/uploads/2fca2aaca1243d8dcb17584bd6d66917_TLCA PRINCIPAL APPRAISAL TOOL.doc
TOLAR ISD	111903	Tolar Administrator Evaluation	Locally developed appraisal system that evaluates administrators in areas the district feels are important to being a proficient administrtor.	http://apps.esc13.net/edapp/public/uploads/ cbdd5991bb770491e6ce998de1825e6c_Administratior%20Evaluation%20%282%29[1].txt
TOM BEAN ISD	091918	TASB model	There are 34 indicators in instructional, administrative, and community leadership.	http://apps.esc13.net/edapp/public/uploads/b0240528a21aab4ad7168f5272e8a6c0_TBISD Administrator Appraisal.doc
TOMBALL ISD	101921	Tomball ISD 2010-2011 Appraisal Instrument	The deputy superintendent evaluates the campus principals and the campus principals evaluate the assistant principals using the templates attached.	http://apps.esc13.net/edapp/public/uploads/dd6a21cfd5f3971675b09d5fa5647aa7_Tomball ISD 2010-2011 Appraisal Instrument.pdf
TORNILLO ISD	071908	Locally Developed	Mid-Year interactive interview; End-of-year summary score of pre-negotiated indicators.	http://apps.esc13.net/edapp/public/uploads/334b91292b2baac1115e36a614fde27a_1011 Alcoset.doc
TRANSFORMATIVE CHARTER ACADEMY	014802	Local System	A local system was developed in conjunction with the Commissioner-Recommended Student Performance Domain/Superintendent Appraisal WORKSHEET.	http://apps.esc13.net/edapp/public/uploads/ 6cafa995249f5262f2d4e37b4bd20c10_Transformative Charter Academy Appraisal.docx
TREETOPS SCHOOL INTERNATIONAL	220801	Board	Board visists capus, reviews data.	No Public Link Reported
TRENT ISD	221905	PDAS	Principal Ernest Munoz evaluated Trent ISD teachers 45 minutes using the PDAS.	No Public Link Reported
TRENTON ISD	074912	Trenton ISD Principal Appraisal System	Locally Developed	http://apps.esc13.net/edapp/public/uploads/e942b1372b0fd8c0b35ea5520d3f4c22_TISD Principal Appraisal.pdf
TRINIDAD ISD	107907	Triniad Local Narrative Appraisal	Trinidad used a narrative appraisal system. The basis was to use a system that highlighted the positive aspects of the principal's effectiveness. Then it included focus areas for the upcoming year with suggestions.	http://apps.esc13.net/edapp/public/uploads/ec794edab827180a4c2db600521e64fb_Narrative-Principal 2011 Survey.docx
TRINITY BASIN PREPARATORY	057813	District Developed	Overall performance is determined based on: general observations made by the Director of Education as a result of working one-on-one with the principals; annual formal evaluation; student achievement data.	http://apps.esc13.net/edapp/public/uploads/f8eddda59001dffcd26da277858bb724_principal evaluation.doc

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
TRINITY CHARTER SCHOOL	046802	TCS Admin System	Self created administrative system	http://apps.esc13.net/edapp/public/uploads/45a23f1400fa0c52bdbd251300600bbd_TCS Executive Performance Appraisal 5 18 11.doc
TRINITY ISD	228903	Local	Ratings in 10 domains along with TASA spreadsheet on student data	http://apps.esc13.net/edapp/public/uploads/59727c1fb340345bd56ce9eced3ab10c_Principal Evaluation 2010 updated (3) Sheet1.pdf
TROUP ISD	212904	TASB's version	Includes the following areas:Instructional Management,School Climate,School or Organization Improvement,Personnel Management,Management of Fiscal,Administrative&Facilities Functions,Student Management,Professional Growth&Development,School&Community Rel	http://apps.esc13.net/edapp/public/uploads/ae37213ee545f6101ee2436b86e25c27_Evaluation Blank Principal.doc
TROY ISD	014910	Troy ISD Principal Evaluation	Rating scale (1-5) on 10 domains, including Commissioner-Recommended Student Performance Domain	http://apps.esc13.net/edapp/public/uploads/a3d56bc59c6e4faf44d49cbdfcff9347_~$INCIPAL EVALUATION 07-08-MAYS.DOC
TULIA ISD	219903	Commissioner-Recommended W/S and Local Instrument	Each administrator is evaluated in domains covering Instructional Management, School Morale, Improvement, Personnel Management, Fiscal Management, Student Management,Professional Growth, and Community Relations	http://apps.esc13.net/edapp/public/uploads/70e986ee274afe65b031f55d55ef904f_Principal Appraisal.pdf
TULOSOMIDWAY ISD	178912	Administrator Evaluations	Evaluation includes instrucional management, school climate, school improvement, personnel management, administration and fiscal/facilities management, student management, professional growth and development, community relations and student test scores	http://apps.esc13.net/edapp/public/uploads/920b34530a83df91459388ea69f5c5aa_hs Evaluation Assistant Principal.doc
TURKEYQUITAQUE ISD	096905	COMMISSIONERS RECOMMENDED Principal and Superinten	The appraisal sysytems used by the Turkey-Quitaque ISD are the Commissioner recommended systems with the 9 Domains for the Principal including Student Performance Domain. The Superintendent sysytem includes Domain 10 with School Board Relations.	http://apps.esc13.net/edapp/public/uploads/c4f92c2eb5e9724c045cb92fbdb6272c_Superintendent Appraisal SPD.pdf
TWO DIMENSIONS PREPARATORY ACADEMY	101840	Two Dimensions Adiministrator Appraisal System	Curriculum, Parental Involvement, Community Involvement, Teacher Perception,Professional Development	http://apps.esc13.net/edapp/public/uploads/b7038c1422945261ade2f23fc382a25a_Principal Evaluation 1.doc
TYLER ISD	212905	Dst Eval Sys/Commissioner's Recommended Appraisal	It is a combination of the Commissioner's Recommended Student Performance Domain and a locally developed evaluation system.	http://apps.esc13.net/edapp/public/uploads/02806baabe1498b54d597b475cb4ba16_Administrator Evaluation documents 6-22-11.pdf

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
UNION GROVE ISD	230908	District Developed	Union Grove ISD Administrators are graded on the following catagories: priority job performance, student management, personnel management, organization, student performance, school community relations, professional growth.	http://apps.esc13.net/edapp/public/uploads/25b810302b3aeefd175fcaee5c255b59_counselor.pdf
UNION HILL ISD	230904	Union Hill ISD Principal Evaluation Form	Based on Commissioner's Recommended domains.	http://apps.esc13.net/edapp/public/uploads/3274a79e405d73d860f517b20862d3c1_UnionHillPrinEval.pdf
UNITED ISD	240903	Principals Summative Appraisal Form	The Principals Summative Appraisal Form is based on Domains 1-9 measuring the ability to lead instructionally as well as having a managerial focus.	http://apps.esc13.net/edapp/public/uploads/ae6bf2f2a2982332812837acdb8c6ccd_Principal Summative Appraisal.pdf
UNIVERSAL ACADEMY	057808	PDAS	PDAS	http://apps.esc13.net/edapp/public/uploads/7e2378f6e719b244e1a17fcee87f53c1_PDAS form.pdf
UNIVERSITY OF HOUSTON CHARTER SCHOOL	101807	University of Houston "ePerformance System"	self-evaluation and goal setting	http://apps.esc13.net/edapp/public/uploads/d8a8c86416279aa30965bfa935560ba4_Sample ePerformance Document.pdf
UNIVERSITY OF NORTH TEXAS	061501	N/A	N/A	No Public Link Reported
UNIVERSITY OF TEXAS AT AUSTIN H S	227506	Proprietary assessment	We assess our instructors based on time/response for grading and responding to students; parent and student feedback. All of our teachers are part-time, work from home, and instruct online courses.	http://apps.esc13.net/edapp/public/uploads/c1f283e2984f7234d942b8cff8dbfba2_The University of Texas at Austin High School â€" Special Purpose Online School.docx
UNIVERSITY OF TEXAS AT BROWNSVILLE	031504	None is used	None is used	http://apps.esc13.net/edapp/public/uploads/eb354d7914c3c0b2a0e56899df711cff_We do not have a system.docx
UNIVERSITY OF TEXAS ELEMENTARY CHARTER SCHOOL	227819	PDAS	This is the state adopted teacher appraisal system.	http://apps.esc13.net/edapp/public/uploads/66912eee8fd9bbe11b9350555be15f75_ObservationSummary.pdf
UNIVERSITY OF TEXAS UNIVERSITY CHARTER SCHOOL	227806	UT-UCS Administration Evaluation Process	System is compliant with the University of Texas at Austin personnel appraisal guidelines.	http://apps.esc13.net/edapp/public/uploads/1b533147eb7f1d83f213e0c8938eb588_100506_CIE_Performance_Appraisal.doc
UTOPIA ISD	232904	Locally developed appraisal system (no specific na	Almost identical to the locally developed teacher appraisal system.	http://apps.esc13.net/edapp/public/uploads/07f1d7e2589562582ba7df059bb60c58_Principal Appraisal.doc
UVALDE CISD	232903	Local	The appraisal system is based on cumulative performance information in nine different criterion.	http://apps.esc13.net/edapp/public/uploads/2a5985a0cc4f387eb971317c257e0c60_UCISD Admin. Evaluation20102011.pdf
VALENTINE ISD	122902	Sup[erintendent appraisal from TASB	Combination Superintendent/Principal	http://apps.esc13.net/edapp/public/uploads/27626802fde5765549bf909286fc6279_10-11_supt_eval_instrument_editable-11-06.doc
VALLEY MILLS ISD	018904	Valley Mills ISD Appraisal System	The appraisals were specifically designed to fit the job description of each administrator.	http://apps.esc13.net/edapp/public/uploads/ce69a53efa23eda6b251dd1eb95f8f8d_vmisd appraisal forms.docx

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VALLEY VIEW ISD	049903	Valley View ISD Principal Appraisal Instrument	Includes: Commissionerâ€™s recommended student performance domain; Principalâ€™s self-analysis & reflection; ratings on 34 performance responsibility indicators; professional development plan	http://apps.esc13.net/edapp/public/uploads/6ac56ad644c8977f22c19a60f124e683_Principal Appraisal Form.pdf
VALLEY VIEW ISD	108916	Performance Evaluatuion Record: Principal	The Performance Evaluation Record instrument has a rating scale from 4 (being exceeds) to 1 (being unsatisfactory) and a "not applicable." It has 8 performance domains and allows for descriptive comments for any rating of 4, 2, or 1.	http://apps.esc13.net/edapp/public/uploads/ e8bdb122ded3b27db2a0615b89acf70e_Performance evaluation record Principal (2).doc
VAN ALSTYNE ISD	091908	Local	Basic	http://apps.esc13.net/edapp/public/uploads/ a3c8c3948680086bde7b34b24497d9ef_PRINCIPAL APPRAISAL SUMMARY.pdf
VAN ISD	234906	Van ISD Principal/Administrator Performance Apprai	The system requires all domains be reviewed: School Climate,District Improvement, Instructional Management, Personnel Management, Administration & Fiscal/Facilities, Student management, Performance Growth and Development, School Community, Strategic goal	http://apps.esc13.net/edapp/public/uploads/ f1343d3f746473e5bf09b70cf256dc86_Administrator Self Appraisal Document.doc
VAN VLECK ISD	158906	VVISD	First our administrator do a self-appraisal, and sit down with superintendent to finish appraisal.	http://apps.esc13.net/edapp/public/uploads/ c98c2b75052e20357020b047506a4a35_Evaluation Forms for Principals 2-10-11.pdf
VANGUARD ACADEMY	108808	Vanguard Academy Adminsitrators Evluation	The superintendent gives the evaluation to all admimistrators.	http://apps.esc13.net/edapp/public/uploads/531d1e683610b27e5cfea6e972d90022_PDAS for Admin.pdf
VEGA ISD	180902	TEXAS Commissioner-Recommended Student Performance	TEA COMMISSIONER OF EDUCATION RECOMMENDED APPRAISAL SYSTEM FOR ADMINISTRATORS.	http://apps.esc13.net/edapp/public/uploads/ a726fdbe83b8a65a06e02dd582be028a_APPRAISAL OF ADMINISTRATORS.pdf
VENUS ISD	126908	We use one that TASB has for administrators.	We use the job description outlined for each position in which they sign off when they sign their new contract. We are using one suggested by TASB. We also use TASB's evaluation that we pay for in their Human Resource package that we purchase each year	http://apps.esc13.net/edapp/public/uploads/ 309766d08733758e8ccae8f8adec8d54_Appraisal.pdf
VERIBEST ISD	226908	PDAS	Professional Development Appraisal System	No Public Link Reported
VERNON ISD	244903	Local plus Commissioner Model	Local based on TASB model	http://apps.esc13.net/edapp/public/uploads/a6ba88f62cdec68b1d38f9c784509486_Appraisal 2010-2011 Blank.docx
VICTORIA ISD	235902	Administrator Progress and Growth Reviews	The VISD Administrator's appraisal system allows each principal to develop goals and objectives annually. The principals is able to modify and address student and academic needs throughout the year.	http://apps.esc13.net/edapp/public/uploads/ 218ace6efd88d18060faca25ddf53ec7_ReviewEvaluationVISD[1].pdf

Systems used to evaluate principal performance

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
VICTORY FIELD CORRECTIONAL ACADEMY	244906	District not in ASKTED	District not in ASKTED	http://apps.esc13.net/edapp/public/uploads/f55b9857d0d7e4ef309d1d4f43cfbc83_TEA letter to admin.doc
VICTORY PREP	101865	No students at this school	No students at this school	http://apps.esc13.net/edapp/public/uploads/208fae6b7240ec8956e4b13f60fb5cad_TEA letter to admin.doc
VIDOR ISD	181907	Vidor ISD Administrative Appraisal System	Administrative appraisals are modified from the Texas Association of School Boards.	http://apps.esc13.net/edapp/public/uploads/7427bce7fdbef60b1dac1497880b0c29_Secondary Principal.docx
VISTA DEL FUTURO CHARTER SCHOOL	071809	In house template of Performance Indicators	A description of job duties and performance indicators	http://apps.esc13.net/edapp/public/uploads/069aa7949792418273b19c6fcacaa5af_DV Prin KRA.docx
VYSEHRAD ISD	143904	Locally Developed	Administrator is principal/superintendent and is appraised by the board using a locally developed appraisal system.	http://apps.esc13.net/edapp/public/uploads/c8b7cd5b4a9fe76e7ec956b0ff3e4b99_Administrative%20Appraisal%20Instrument[1].doc
WACO CHARTER SCHOOL	161801	EOAC Employee Performance Appraisal System	EOAC non-profit administrator appraisal instrument based on Policy and Procedures. Also, designated pages for PDAS interactive responses data driven and employee objective noted.	http://apps.esc13.net/edapp/public/uploads/4916214d4815ee91f8b8e5aea620e18b_Appraisal.pdf
WACO ISD	161914	WISD Prinicipal and AP Appraisal	The appraisal system includes nine domains for which the administrator identifies goals and the appraisor then comments on and rates each domain. There includes a student performance domain in which state assessments and improvements are evaluated.	http://apps.esc13.net/edapp/public/uploads/819f28d17e2ebb2349ee248efaffd14d_2010-11 Principal Appraisal 2 2.doc
WAELDER ISD	089905	WAELDER INDEPENDENT SCHOOL DISTRICT	Taking the TASB job description and using those items to created a local admin. appraisal system, plus the required forms from TEA concerning AYP	http://apps.esc13.net/edapp/public/uploads/0aa54e2397e165cd2913bf2c007aeb63_principals eval. 2010-2011.docx
WALCOTT ISD	059902	Commisioner Recommended/ Superintendent Appraisal	Identify strengths and weaknesses of administrator duties.	http://apps.esc13.net/edapp/public/uploads/25359188e16b1372aa6f7b654c521074_SuptFillInForm.pdf
WALIPPTSU PREPARATORY ACADEMY	101864	No students at this school	No students at this school	http://apps.esc13.net/edapp/public/uploads/587680ab5abb27f93afd80f23e000b43_TEA letter to admin.doc
WALL ISD	226906	Locally developed appraisal system	Consists of seven (7) domains, the Commissioner's Recommended Student Performance Domain, and a domain addressing campus goals	http://apps.esc13.net/edapp/public/uploads/7dfa76ab0638306767eb8d27c715f6c0_DOC051211.pdfPrincipal-Appraisal.pdf
WALLER ISD	237904	Job Description Appraisal System	A number system is attached to each job duty in each job description; this serves as the evaluation system	http://apps.esc13.net/edapp/public/uploads/50c798ae070f086f9059ac6b86c03439_Director of Human Resources.doc
WALNUT BEND ISD	049908	Superintendent Evaluation	In our small school, my role is a dual role of principal/superintendent and the only formal evaluation is my yearly evaluation from my school board as superintendent.	No Public Link Reported

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WALNUT SPRINGS ISD	018905	PDAS	Follow recommended quidelings in PDAS.	http://apps.esc13.net/edapp/public/uploads/f7d5ed0aaf61613bee1f0692feba7e5c_SuptEvForm.doc
WARREN ISD	229904	Principal Summative Evaluation	Positive school climite, district improvement, instructional management, personnel management, fiscal/facilities management, student management, professional growth and management, school community relations, academic indicators and campus performance ob	http://apps.esc13.net/edapp/public/uploads/d2e832c7bd5ddb103213432937737cd3_Principal Evaluation 2010-2011 by Chris Carter.pdf
WASKOM ISD	102903	Waskom ISD Administrator Appraisal System-Local	9 domains and 32 indicators	http://apps.esc13.net/edapp/public/uploads/b09937bca4d7a2d8e35ce5f6cd1b495d_principal eval.doc
WATER VALLEY ISD	226905	Water Valley ISD Performance Evaluation	Evaluation criteria student performance, instructional management, school/organization morale, school/organization improvement, personnel management, management of facilites, student management, professional growth, community relations.	No Public Link Reported
WAXAHACHIE FAITH FAMILY ACADEMY	070801	Committee Developed Evaluation Questions.	we use the same committee developed questions for all admininstrators.	http://apps.esc13.net/edapp/public/uploads/ef119e9d2e360a658cb27fefa4e15e88_InterviewQuestionsforCampus AdministratorPosition 0810.doc
WAXAHACHIE ISD	070912	WISD-PRINCIPAL AND ASSISTANT APPRAISAL INSTRUMENT	DOMAIN & INDICATORS FOCUS: INSTRUCTIONAL LEADERSHIP, SCHOOL/ORGANIZATIONAL CLIMATE, SCHOOL/ORGANIZATIONAL IMPROVEMENT, PERSONNEL MANAGEMENT, ADMINISTRATION AND FISCAL/FACILITIES MANAGEMENT, STUDENT MANAGEMENT, SCHOOL/COMMUNITY RELATIONS..ETC.	http://apps.esc13.net/edapp/public/uploads/3624bb84ee88f331f7f47863a7f8eb25_2010-11 Principal and AP Appraisal Instrument.pdf
WEATHERFORD ISD	184903	Commissioner's Rec. Admin. Appraisal Process	Inst. Manag., School Morale, Personnel Manag.,Fiscial and Facilities Manag.,Student Manag., School and Community Relations, Prof. Dev., AEIS.	http://apps.esc13.net/edapp/public/uploads/f3e82cea3b29f4b1ff8a390216216895_Principal Evaluation Form Revised 1-09.doc
WEBB CISD	240904	Severita Sanchez	Webb CISD Annual Appriasal Form	http://apps.esc13.net/edapp/public/uploads/49165e9c2b8c3ae6c37c769cc5e57b67_Annual Appraisal Form-District Admin.pdf
WEIMAR ISD	045905	Local	Locally developed appraisal form filled out by superintendent who then meets with adminsitrator individually to discuss strengths and areas to improve.	No Public Link Reported
WELLINGTON ISD	044902	TASB Administrator Appraisal System	TASB Administrator Appraisal Forms along with the commissioner student performance domain	http://apps.esc13.net/edapp/public/uploads/a749281acee87f2a5a7c436242092bb9_20110628085507871.pdf

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
WELLMANUNION CISD	223904	Teacher Appraisal	Rated in 8 domains as acceptable, needs imporvement, or unacceptable and completed Commissioher Recommended Student Performance Domain. (completed by principal)	No Public Link Reported
WELLS ISD	037909	Commissioner Recomended Perf plus Local Domains	Administrators are evaluated annually using the Commissioners Recommended Performance Domains. Additionally, a local evaluation record is comepleted by the superintendent for each administrator in the district annually.	http://apps.esc13.net/edapp/public/uploads/05f58c38ae40ad89c89ee630cbead30c_Admin Appr Doc.doc
WESLACO ISD	108913	Weslaco ISD Professional Administrator Assessment	Goals and expectations are set at the beginning of the year between the Principals and the Superintendent. They are revisited prior to the yearly assessment to evaluate their progress. A student performance worksheet is also used for final appraisal.	http://apps.esc13.net/edapp/public/uploads/aff77d7eba478625adb75e1826638b58_Principal.pdf
WEST HARDIN COUNTY CISD	100908	Locally Developed Administrator Appraisal	Based on achievement or progress on district goals.	http://apps.esc13.net/edapp/public/uploads/67950aa51ebfdff6ff62d47764714641_Principal's evaluation form 2.doc
WEST HOUSTON CHARTER SCHOOL	101803	None	The previous administrator did not provide appraisals	http://apps.esc13.net/edapp/public/uploads/01fb6cd17690b3db43d280ea6342e00e_Appraisal.doc
WEST ISD	161916	Locally developed instrument	Instrument was developed using domains for principal certification	http://apps.esc13.net/edapp/public/uploads/359f26d19fcaaf73cdb1a6f9aafb5de4_WISD_Administrator_Appraisal_Template[1].docx
WEST ORANGECOVE CISD	181906	Administrator Appraisal Record	Appraisal evaluates administrator's proficiency in completing their job duties and responsibilities.	http://apps.esc13.net/edapp/public/uploads/f6bac7dd51773a00f82148575fadfcfe_3.04e north elc prin.doc
WEST OSO ISD	178915	West Oso ISD Performance Appraisal	Administrators are appraised in the Domains of Instr Management, Sch Climate/Organization/Morale, Sch Improvement, Personnel Management, Management of Admin. & Fiscal/Facilities Functions, St. Management, Prof. Growth & Dev. & St Performance	http://apps.esc13.net/edapp/public/uploads/14560430bc0a8ba39e1ca4bc6d57009d_Principals Performance Appraisal 2010-11.docx
WEST RUSK ISD	201914	TAC Â§150.1021 domains	administrators are appraised based on the Commissioner-Recommended Administrator Appraisal Process: Performance Domains and Descriptors, as stated in the TAC	http://apps.esc13.net/edapp/public/uploads/2f48784b650ee758dffb5edca7a740ee_Evaluation Form_Administrators.doc
WEST SABINE ISD	202905	Region XIII Administrator Appraisal	The Administrator Appraisal forms reflect the Commissioner's accountability decisions, AEIS reports, and AYP in subsequent years.	http://apps.esc13.net/edapp/public/uploads/a092044f09c06805cd637d492270aacc_Principal's Evaluation West Sabine.docx
WESTBROOK ISD	168903	TASB Model & Locally Adopted Instrument	This system combines the AEIS Report and a number of individual factors thoughout the year.	http://apps.esc13.net/edapp/public/uploads/40bc3e21544e1229181d501e89585d7d_WestbrookISDPrincipalAppraisalCombined.docx
WESTHOFF ISD	062905	n/a	n/a	No Public Link Reported

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
WESTLAKE ACADEMY CHARTER SCHOOL	220810	Westlake Academy Principal Evaluation/Department	Administered by the Superintendent on an annual basis to the principalâ€™s of Westlake Academy.	http://apps.esc13.net/edapp/public/uploads/34a9d16f349991c9a472f549ce8cd232_Principal Evaluation Form - FINAL.doc
WESTPHALIA ISD	073904	Locally Developed Appraisal System	Administrators are required to complete a self-report regarding their job performance. Additionally, supervisor completes a report on the administrator, including areas of strengths and weaknesses. A conference between the admin and supervisor is held.	http://apps.esc13.net/edapp/public/uploads/cee67d99b462cad47a536c22444518af_Asst. Principal Evaluation.doc
WESTWOOD ISD	001908	Westwood Principal Evaluation System	WISD uses a combination of Appraisal indicators from TASB resources and local criteria. The TEA Commissioner's evaluation document dealing with AEIS scores and indicators accounts for the largest portion of administrator evaluation.	http://apps.esc13.net/edapp/public/uploads/4ee4b9047b35aaa00cd63d038e9f7f70_admin eval.pdf
WHARTON ISD	241904	WISD Principal (A P) Appraisal Instrument	Different documents are used for each administrative position.	http://apps.esc13.net/edapp/public/uploads/4c89845a140e094d1dfc2c8afc839dbb_Asst Principal Appraisal.txt
WHEELER ISD	242903	PDAS	PDAS as provided by ESC 13.	http://apps.esc13.net/edapp/public/uploads/ 03d9ebea75fc93aff78c9085181c30f7_ObservationSummary.pdf
WHITE DEER ISD	033904	White Deer Administrator Appraisal	This system is mirrors many of the same areas on the PDAS teacher appraisal instrument from the administration side of instruction and management.	http://apps.esc13.net/edapp/public/uploads/3adeeb8539ed6b6165c8e30da4929e8c_White Deer Principal Appraisal.doc
WHITE OAK ISD	092908	Locally Developed Document	Combination of self-appraisal and supervisor input	http://apps.esc13.net/edapp/public/uploads/e91da1669559f5e5ce4cf565258b52cc_Admin Evaluation.pdf
WHITE SETTLEMENT ISD	220920	WSISD Administrator Apprasail	Locallly developed from TASB model.	http://apps.esc13.net/edapp/public/uploads/6dce05068bf644b6e2fc9f1ce99cfde2_Elementary Assistant Principal.doc
WHITEFACE CISD	040902	Whiteface Principal Appraisal System	Principal appraisal involves Commissioners Recommended Student Performance, Annual Surveys, Annual Self-Evaluation, and a formal evaluation tool involving areas of responsibility for the job description. TASB	http://apps.esc13.net/edapp/public/uploads/ 5e77c62cb993434de0235e3a730d304b_PRINCIPAL. evaluation form.pdf
WHITEHOUSE ISD	212906	Commissioner-Recommended Apprasial System	The recommended instrument targets student performance and the local instrument targets areas such as communication, leadership, management and growth.	http://apps.esc13.net/edapp/public/uploads/c8a9c09244436f85735b79c94a4394bd_WISD Appraisal System.pdf
WHITESBORO ISD	091909	Local and Commissioner Recommended	Local evaluation is based on the administrators job description,assessment results, learning environment, quality of student work, and local policy.	http://apps.esc13.net/edapp/public/uploads/54b82cc023ed355792183b3926d0476f_Principals Summary.pdf
WHITEWRIGHT ISD	091910	pdas	pdas	http://apps.esc13.net/edapp/public/uploads/39eed4f79594ba6d666c28bb3c9fcf3b_Campus Improvement Plan WW Elementary 2010-2011.docx

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
WHITHARRAL ISD	110908	WISD Principal's Summary Appraisal Report	It has 8 different categories: Instructional Management,School Organization Climate, School/Organization Improvement, Personnel Management, Admiinstration & Fiscal Facilities Mgmt., Student Management, Professional Growth and Development, School/Commun.	No Public Link Reported
WHITNEY ISD	109911	Administrator Evaluation/Performance Appraisal	Rates several administrative/leadership areas with one of three ratings: Exceeds Expecations; Meets Expectations; Below Expectations and NA (Not Applicable).	http://apps.esc13.net/edapp/public/uploads/d4b3f4f05f2275d575e7ce9cb4e44fd2_admin eval.pdf
WICHITA FALLS ISD	243905	Wichita Falls Independent School District Campus A	Wichita Falls Independent School District Campus Administrator Summative Evaluation Report	http://apps.esc13.net/edapp/public/uploads/e742c448628064d2a387adff94d099d0_WFISD Administrator Summative Evaluation.doc
WILDORADO ISD	180904	School Board	School Board Appraisal since principal is also superintendent	No Public Link Reported
WILLIAMS PREPARATORY	057842	Director Evaulation Form	The appraisal system measures performance in seven areas of school leadership: 1)Policy implementation, 2) Strategic Planning, 3) Curriculum & Instruction, 4) Financial Management,5) Facilities Management 6)Professional Development,& 7) School Climate.	http://apps.esc13.net/edapp/public/uploads/a150328d3bb1c3b04ebe1a9ffd892469_Director Evaluation Form.doc
WILLIS ISD	170904	Administrator Appraisal Instrument	Locally Developed from TASB model.	http://apps.esc13.net/edapp/public/uploads/ 0ac32994b8746fc77836185cba21eee3_Administrative Appraisal Instrument.pdf
WILLS POINT ISD	234907	Principal Evaluation	Commissioner recommended worksheet and locally developed school principal evaluation.	http://apps.esc13.net/edapp/public/uploads/ e42402cbdda96d5821e5cb75ebb260e8_principal_eval.pdf
WILSON ISD	153907	Commissioner-Recommended Student Performance Domai	Appraisal looks at TAKS data, Drop out rate, completion rates, accountability and AYP ratings	http://apps.esc13.net/edapp/public/uploads/ 95938c57eca1f30455f4763d7263bb39_Commisioner recommended student performance domain.pdf
WIMBERLEY ISD	105905	Administrator Evaluation Instrument /Appraisal Rep	Domains of Leadership, School Climate, School Renewal, Personnel Management, Administration and Fiscal Facilities Management, Student Management, Professional Growth and Development, School/ Comm Relations	http://apps.esc13.net/edapp/public/uploads/b3f1868c48f8ea745962f07af2d0a907_Assistant Principal Evaluation.DOC
WINDHAM SCHOOL DISTRICT	236903	WSD Principal Appraisal - district instrument	Consists of 52 items covering instructional management, school and organizational climate and improvement, personnel management, Admin & fiscal managemt, student managemt, community relations, prof growth and campus performance.	http://apps.esc13.net/edapp/public/uploads/ 69318706718765bd6ef3270e378c38e1_Principal.doc

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WINDTHORST ISD	005904	TASBO	Principals are reguired to fill out a self evaluation, then the superintendent fills out the evaluation on each principal. The superintendent will meet with each principal and review his findings. The school board also will be notified of reports.	http://apps.esc13.net/edapp/public/uploads/263b50a72272c30dcfc6fc4efd527f3f_Pric. Eval pg 1.pdf
WINFIELD ISD	225905	Principal's Evaluation	Created by the district based on cumulative performance information.	http://apps.esc13.net/edapp/public/uploads/615b7a8b3137a5510b812c17e1188eff_Winfield ISD document.pdf
WINFREE ACADEMY CHARTER SCHOOLS	057828	Winfree Academy Principal Evaluation	Campus principals are evaluated in ten domains by charter school administrators.	http://apps.esc13.net/edapp/public/uploads/ eeacc5366f59ab1be58af7c835aeeb2d_WACS_Principal_Evaluation_10-11.pdf
WINKLOVING ISD	248902	LOCAL	LOCAL	http://apps.esc13.net/edapp/public/uploads/443be4df5760ed95e11bcb45880af1a8_Principal Evaluation Form.doc
WINNSBORO ISD	250907	Winnsboro ISD Performance Appraisal/Evaluation Rep	The superintendent evaluates each district administrator within the time set forth by the state. A copy of the evaluation is attached.	http://apps.esc13.net/edapp/public/uploads/ a14b4a3961f72c7063561fa02c754f44_Principal_Appraisal[1] form.doc
WINONA ISD	212910	Winona ISD Administrator Evaluation Instrument	TASB Commissioner Recommended and Approved. Administrator Evaluation Instrument provided by Human Resource Services (HR)	http://apps.esc13.net/edapp/public/uploads/de7cc46188a9237535326b1db5e4bc64_High School Principal Evaluation.doc
WINTERS ISD	200904	Winters ISD Principal Evaluation	Locally developed administraor evaluation that includes eight areas in which to evaluate on.	http://apps.esc13.net/edapp/public/uploads/21ab27073daf4c543cca62d6ab0df397_Principal Evaluation.pdf
WODEN ISD	174906	Locally Developed Instrument	Locally developed document that combines state assessment data will campus leadership performance	http://apps.esc13.net/edapp/public/uploads/c4d2547755cc813f17e8f8f27961d810_Principal Perf Eval Form.docx
WOLFE CITY ISD	116909	Commisioner	student outcomes	http://apps.esc13.net/edapp/public/uploads/0b898beb225a6740ba7a6d688596d570_Wolfe City Appraisal.pdf
WOODSBORO ISD	196902	Locally Developed with State Performance Domain	Includes evaluation of campus, community, and student performance	No Public Link Reported
WOODSON ISD	224902	ESC Developed Administrator Appraisal	Nine job performance domains that reflect the major responsibilities of the principal are evaluated.	http://apps.esc13.net/edapp/public/uploads/b4524261b66c660495aaf2d873a776bd_Principal Responsibilities and Performance Indicators.docx
WOODVILLE ISD	229903	PDAS Domain IX	Work related criteria	http://apps.esc13.net/edapp/public/uploads/a00e1b35716c1f560c024a46ee82924b_Domain IX.pdf
WORTHAM ISD	081905	Observation	Evaluation done by interim superintendent	No Public Link Reported
WYLIE ISD	221912	Administrator Appraisal	Region 13 tool	http://apps.esc13.net/edapp/public/uploads/ 0551f0b1b707b8636ddd34d33c08f483_Analysis.pdf
WYLIE ISD	043914	ADMINISTRATOR APPRAISAL INSTRUMENT	Developed by the district.	http://apps.esc13.net/edapp/public/uploads/ 4e960251fe8a3f597d789eca4e79b35e_Administrator Appraisal.pdf
YANTIS ISD	250905	Yantis ISD Principal Appraisal	Instrument contains 9 domains with 23 indicators rated from 1-5	http://apps.esc13.net/edapp/public/uploads/538bf3a47f092b4523a1593222f3b3d4_Yantis ISD Principal Appraisal.doc

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District Name	District Number	Evaluation System	Evaluation System Description	Link to your system documentation
YES PREPARATORY PUBLIC SCHOOLS	101845	Administrator Appraisal	Administrator appraisal sytem used by YES Prep Public Schools.	http://apps.esc13.net/edapp/public/uploads/dd7e5d1395747148b59eb80f979b26e9_SD EOY Evaluation 2010-11.doc
YOAKUM ISD	062903	principal evaluation	Formative assessment	No Public Link Reported
YORKTOWN ISD	062904	YISD principal appraisal	Includes personnel management, student performance, student management, facilities management, and professional development	http://apps.esc13.net/edapp/public/uploads/96bf9be2233c1b7e2e6e2ea79418db3c_Principalappraisal.pdf
YSLETA ISD	071905	YISD Campus Principal/Asst. Principal Perf. Appr.	Campus Administration evaluations are based on job description.	http://apps.esc13.net/edapp/public/uploads/23b45ba2253fa2499db909d62d9afbc5_YISD Campus Administrator Evaluations.pdf
ZAPATA COUNTY ISD	253901	Principal Evaluation	Appriasal evaluation consists of nine domains:Insttructional Management,School/Organizational Climate,School/Organizational Improvement, Personnel Management, Student Management, Professional Growth and Development, School/Community Relations, General	http://apps.esc13.net/edapp/public/uploads/549b112a9255d267213850d9deec701f_Principal Evaluation.pdf
ZAVALLA ISD	003906	ZISD Principal Evaluation	Local developed instrument with performance criteria.	http://apps.esc13.net/edapp/public/uploads/096c89d0ee92d2b5412bb178d0a01bf4_20110711_125152.pdf
ZEPHYR ISD	025906	Zephyr Public School Principal's Appraisal Record	This is a locally developed appraisal that the superintendent uses to evaluate the principal in different areas. The principal also fills out a form for a self-assessment. It is also tied to student scores.	http://apps.esc13.net/edapp/public/uploads/6172edbdae4142ab5f3a0079d29ec244_Principal Appraisal.pdf
ZOE LEARNING ACADEMY	101850	Modified Appraisal System	End of year rubric designed to assess where the campus adm stands in various performance areas.	http://apps.esc13.net/edapp/public/uploads/c0da617bbdf00368975a4f1eec8e8c70_Prin Eval Rubrics 2010-11-r.pdf