



College Station Independent School District

Success...each life...each day...each hour

MEMORANDUM

To: Dr. Clark Ealy, Superintendent
From: Kelly Kovacs, Director of Instruction and Leadership Development *Kovacs*
Date: June 14, 2016
Subject: Principal Evaluation System for College Station ISD
Agenda Item: H-1
Board Priority/
District Goal: Priorities 1 and 2; Goals 1, 2, 3, 4 and 5

BACKGROUND

The state of Texas has asked for districts to evaluate the work of campus principals using locally developed systems for many years. During that time, College Station ISD has created evaluation systems to provide useful feedback throughout the year in order for the principal to continue to grow. The heart of the evaluation systems CSISD has used for principals is the intentional, valuable discussions between the superintendent and the principal. This system has evolved over the past few years; however, the core qualities of on-going feedback and purposeful conversation have remained the most powerful aspects of the evaluation of principals.

Beginning in the 2016-2017 school year, a new principal evaluation system is being proposed for College Station ISD principals. Portions of the new system are based on the Texas Principal Evaluation and Support System (T-PESS), which is the new Commissioner-recommended principal evaluation system for the state of Texas. A core group of College Station ISD administrators--including campus principals, Human Resources staff, and Curriculum and Instruction staff--spent time over the past few months evaluating the T-PESS requirements. They determined that while some aspects of the new T-PESS system were excellent, there were a number of reasons why CSISD should develop a principal evaluation system to better fit our needs. One of the biggest reasons for that decision was the required amount of documentation and paperwork required of the principal, which the group felt was time better spent in classrooms and working with their staff, students and parents, rather than shuffling papers and creating documents for their evaluation.

The principal evaluation system that we are bringing for your approval today was built based on TEA's Learner-Centered Principal Standards, which are the foundation for all principal preparation programs in Texas. Additionally, the CSISD system borrows the Goal Setting, Beginning of the Year Conference, Mid-Year Progress Meeting and Final Evaluation Discussions from the T-PESS system. This will allow for targeted goal setting, intentional discussions between the principal and his/her evaluator, and ongoing feedback for continued work towards reaching campus and district goals.

As required by TEA, the College Station ISD principal evaluation system was discussed and unanimously approved by DEIC last week. Also required would be approval by the CSISD School Board.

KELLY KOVACS
Director of Instruction and
Leadership Development

1812 Welsh Avenue
College Station, TX 77840
979-764-5400 -- www.csisd.org

CE
6/14/16
CLARK C. EALY, Ph.D.
Superintendent of Schools

RECOMMENDATION:

It is recommended that the CSISD Board of Trustees approve the College Station ISD developed principal evaluation system as presented.

Attachments:

Beginning of the Year Conference

Mid-Year Progress Meeting

Final Evaluation Discussion