Texas Principal Evaluation Pilot
District Overview Session
8:00 am – 11:30 am

Day One

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<th>Time</th>
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| 8:00 am| Welcome, Introductions
Design & Development – A Collaborative Effort
Training Outcomes
Introduce Materials
  - PowerPoint handout for note-taking
  - User’s Guide
  - Rubric and Forms                      | 1-3    |
| 8:10 am| Why Appraise Principals
Primary Purpose of Evaluation (Steering Committee Priorities)
Discuss Purposes Activity                             | 4-6    |
| 8:20 am| Evaluation Process (introduction to the process: cross reference with pages 8-9 of the User’s Guide) | 7-8    |
| 8:25 am| Appraisee Expectations                                                  | 9      |
| 8:30 am| Appraiser Expectations                                                  | 10     |
| 8:35 am| Why Principal Evaluation? Because Leadership Matters!
Brief Introduction to McREL’s Research of Effective Leadership (Responsibilities and Practices) | 11-15  |
| 8:45 am| Leadership Card Sort Activity
  - Connect Responsibility to Definition (10 min)
  - Connect Practices to Responsibility/Definition (10 min)
Reflect and Debrief (10 min)                           | 16-19  |
| 9:15 am| Break (10 minutes)                                                      |        |
| 9:25 am| Rubric
  - Standard
  - Indicator
  - Rubric Design                                             | 20-23  |
| 9:30 am| Performance Rating Scale – Definitions
Scoring the rubric – Illustration and explanation
Scoring the rubric – Goal/Growth Opportunity
Artifacts and evidence                                   | 24-27  |
| 9:35 am| Activity “Unpacking” the rubric (20 min)
Report out and debrief (20 min)                          | 28-29  |
<table>
<thead>
<tr>
<th>Time</th>
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<tbody>
<tr>
<td>10:15 am</td>
<td>Break (5 min)</td>
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| 10:20 am | The Evaluation Process  
Texas Principal Evaluation Process  
Orientation  
Self-assessment |
| 10:25 am | Self-assessment Activity (Self-selected standard)                        |
| 10:35 am | Goal Setting (consider the “Smart” format criteria to help set goals)  
Goal Form review |
| 10:45 am | Draft one goal Activity                                                  |
| 11:00 am | Mid-year Progress  
Mid-year Progress Form                                                   |
| 11:05  | Consolidated Assessment  
Introduce the Summary Rating Form  
End-of-year Performance  
Final Evaluation & Goal-setting Meeting                                  |
| 11:15  | End-of-Year Goal Attainment                                              |
| 11:30  | Explain the Pilot (what is expected of pilot participants)  
Timeline  
Closure                                                                  |