Texas statute requires that the board use the district performance report as a primary consideration in its appraisal of superintendent performance (TEC §39.054). This worksheet provides an analysis of district student performance based on the district AEIS report.

To meet the statutory requirement for primary consideration, the board should consider the information on this worksheet in discussing and evaluating each area of superintendent responsibility on the local appraisal instrument. Such areas of responsibility often include: instructional management; personnel management; student management; management of fiscal, administrative, and facilities functions; organization morale; organization improvement; school-community relations; school board relations; and professional growth and development.

The information on this worksheet should be used as only one indicator of the success of the superintendent in managing specified areas of district operations for increased student achievement. In addition, the board should use other locally determined indicators of success in discussing and evaluating the job performance of the superintendent in specified areas of responsibility.

Goals for the superintendent should ideally be developed by board consensus in collaboration with the superintendent.

Directions: The superintendent should use the current district and campus AEIS Reports to complete Steps 1-3.

### Step 1. District Accountability Rating:

Post the number of campuses rated in each category; include alternative campuses as either secondary or elementary.

<table>
<thead>
<tr>
<th>Number of Campuses</th>
<th>Academically Unacceptable AE: Need Peer Review</th>
<th>Academically Acceptable AE: Acceptable</th>
<th>Recognized</th>
<th>Exemplary</th>
<th>Not Rated</th>
</tr>
</thead>
<tbody>
<tr>
<td>Secondary Campus(es)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Elementary Campus(es)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Accountability Ratings of the district and all campuses are “Acceptable” or higher.**

1. If the district and all campuses are “Academically Acceptable” or higher, circle “yes.”
2. If the district or any campus is “Academically Unacceptable,” circle “no.”
3. If the district is “not rated” or campus configuration is not applicable, circle “NA.”

Superintendent Comments:

### Step 2. TLI Average Growth.

Post the number of campuses with TLI Average Growth of at least one year (>=0) and less than one year (<0).

<table>
<thead>
<tr>
<th>Number of Campuses</th>
<th>Reading</th>
<th>Math</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>at least 1 year</td>
<td>&lt;=0</td>
</tr>
<tr>
<td>Secondary Campus(es)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Elementary Campus(es)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**TLI Average Growth for each campus in both Reading and Math is at or above 0.**

1. If all campuses are >=0 in both Reading and Math, circle “yes.”
2. If any campus is <0 in either Reading or Math, circle “no.”
3. If campus configuration is not applicable, circle “NA.”

Superintendent Comments:

Superintendent ____________________ Date _________________ District _________________________________

To Be Included as One Component of the Locally Developed Appraisal Instrument
Step 3. Summary of current year results relative to (1) state criteria or (2) gains from previous year.

A. Post district AEIS current and previous year READING results below.

<table>
<thead>
<tr>
<th>% Passing Reading</th>
<th>All</th>
<th>AA</th>
<th>H</th>
<th>W</th>
<th>NAm</th>
<th>A/PI</th>
<th>Eco Dis</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current Year</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Previous Year</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Percent passing READING for the current year is at or above 90% OR higher than the previous year.
1. If current year is \( \geq 90\% \), circle “yes.”
2. If current year is \( < 90\% \), circle “yes” if higher than previous year.
   “no” if lower than previous year.
   “NA” (not applicable) if same as previous year or if previous year is not scored.
3. If current year is not scored, circle “NA” (not applicable).

Superintendent Comments:
__________________________________________________________________________
__________________________________________________________________________

B. Post district AEIS current and previous year WRITING results below.

<table>
<thead>
<tr>
<th>% Passing Writing</th>
<th>All</th>
<th>AA</th>
<th>H</th>
<th>W</th>
<th>NAm</th>
<th>A/PI</th>
<th>Eco Dis</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current Year</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Previous Year</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Percent passing WRITING for the current year is at or above 90% OR higher than the previous year.
1. If current year is \( \geq 90\% \), circle “yes.”
2. If current year is \( < 90\% \), circle “yes” if higher than previous year.
   “no” if lower than previous year.
   “NA” (not applicable) if same as previous year or if previous year is not scored.
3. If current year is not scored, circle “NA” (not applicable).

Superintendent Comments:
__________________________________________________________________________
__________________________________________________________________________

C. Post district AEIS current and previous year MATH results below.

<table>
<thead>
<tr>
<th>% Passing Math</th>
<th>All</th>
<th>AA</th>
<th>H</th>
<th>W</th>
<th>NAm</th>
<th>A/PI</th>
<th>Eco Dis</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current Year</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Previous Year</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Percent passing MATH for the current year is at or above 90% OR higher than the previous year.
1. If current year is \( \geq 90\% \), circle “yes.”
2. If current year is \( < 90\% \), circle “yes” if higher than previous year.
   “no” if lower than previous year.
   “NA” (not applicable) if same as previous year or if previous year is not scored.
3. If current year is not scored, circle “NA” (not applicable).

Superintendent Comments:
__________________________________________________________________________
__________________________________________________________________________

Commissioner-Recommended Student Performance Domain/Superintendent Appraisal
WORKSHEET (page 2 of 4) (updated August 2002)
Step 4. Using the student performance data summarized in Steps 1-3 above, the superintendent and board should identify strengths and areas that may need to be addressed.

Strengths in district student performance:

________________________________________________________________________

Areas that may need to be addressed in district student performance:

Reading

________________________________________________________________________

Writing

________________________________________________________________________

Math

________________________________________________________________________

Social Studies

________________________________________________________________________

Dropdown

________________________________________________________________________

Percent passing SOCIAL STUDIES for the current year is at or above 90% OR higher than the previous year.
1. If current year is >= 90%, circle "yes."
2. If current year is < 90%, circle "yes" if higher than previous year.
   "no" if lower than previous year.
   "NA" (not applicable) if same as previous year or if previous year is not scored.
3. If current year is not scored, circle “NA” (not applicable).

Superintendent Comments:

________________________________________________________________________

D. Post district AEIS current and previous year SOCIAL STUDIES results below.

<table>
<thead>
<tr>
<th>% Passing Social Studies</th>
<th>All</th>
<th>AA</th>
<th>H</th>
<th>W</th>
<th>NAm</th>
<th>A/PI</th>
<th>Eco Dis</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

E. Post district AEIS most recent and previous year DROPOUT results below.

<table>
<thead>
<tr>
<th>Dropout Rate</th>
<th>All</th>
<th>AA</th>
<th>H</th>
<th>W</th>
<th>NAm</th>
<th>A/PI</th>
<th>Eco Dis</th>
</tr>
</thead>
<tbody>
<tr>
<td>Most Recent Year</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Previous Year</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

DROPOUT for the most recent year is at or below 1% OR lower than the previous year.
1. If most recent year is <= 1%, circle "yes."
2. If most recent year is > 1%, circle "yes" if lower than previous year.
   "no" if higher than previous year.
   "NA" (not applicable) if same as previous year or if previous year is not scored.
3. If most recent year is not scored, circle “NA” (not applicable).

Superintendent Comments:

________________________________________________________________________
Step 5. The board should review the information on this worksheet as part of its local procedures for setting goals with the superintendent for the next evaluation cycle. District student performance identified on the worksheet as needing to be addressed should be reflected in appropriate locally developed goals. Goals for the superintendent should ideally be developed by board consensus in collaboration with the superintendent.

Legal Authority: The analysis of district student performance provided on this Worksheet should be used by the board in the evaluation of the superintendent. The results of the analysis should be incorporated into the local appraisal instrument. TEC §39.054; TAC §150.1022(__)

The information in this domain should be incorporated into the locally adopted appraisal instrument in a manner consistent with locally adopted procedures for evaluating the superintendent. In addition, the information should be used to set priorities with the superintendent and as additional data to appraise other aspects of the superintendent’s job performance.