



PIN OAK MIDDLE SCHOOL

LINDSEY VELA, PRINCIPAL

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SDMC Meeting Agenda 9/22/2023

- **HISD Leader Effectiveness and Development (LEAD) Appraisal System 2023-2024**

- Increase principal effectiveness in raising student achievement and improving the quality of instruction.
- Assess the principal's ability to grow and maintain teacher effectiveness in order to narrow opportunity gaps and prepare students for a Year 2035 workplace and world.
- Utilize data to align professional development, principal recruitment and retention, and principal compensation.

PRINCIPAL ANNUAL EVALUATION RATING

- Annual evaluation rating: The four components below will factor into a principal's annual evaluation rating in SY 2023-24. The evaluation rating is the sum of the component scores to include:
 - Student Achievement – 35%
 - Quality of Instruction – 30%
 - Special Education Performance – 20%
 - School Action Plan – 15%