

Principal Survey 2025

Frequently Asked Questions

Introduction

1. Where can I find all the information about the Principal Survey?

The Texas Education Agency (TEA) has created a webpage to be the center of information about the Principal Survey. To find it from the [TEA homepage](#), find the icon “Texas Educators” click on Principal Survey under Preparation and Continuing Education section. Superintendents, Principals and Human Resource (HR) Personnel may want to create a bookmark to access more easily the [Principal Survey website](#).

2. Are there instructions for principals for completing the surveys?

Instructions with screen shots on how to access the Principal Survey in ECOS are available on the [Principal Survey website](#).

3. What should I keep in mind when answering the questions about the teacher:

The process of determining the responses is best when the focus is on the observed evidence related to the content of the question. By using aligned evidence about the preparation of the early career teachers, the responses and the results of the survey are useful and actionable by preparation programs and the State Board of Educator Certification (SBEC).

If I need assistance, where do I go?

3. Who do I contact for assistance?

The most effective and generally the quickest way to get assistance with the Principal Survey is to send your question to principalsurvey@tea.texas.gov. A response will be provided within one business day.

You may also call Viviana Lopez at (512) 463-5280 for assistance.

4. How do I access TEAL/ECOS to find my survey?

- a. Go to the main page of the TEA website at <http://tea.texas.gov>
- b. At the top of the TEA main page, click **TEAL Login** (located on the blue “Popular Applications” ribbon.)
- c. On the TEAL login page, enter your username and password and click **Login**.
(If you do not remember your username or password, click on the question “Forgot your username?” or “Forgot your password” and follow the instructions.)

- d. Once you are logged in, click the blue [View My Educator Certification Account](#) link above your TEA ID number. This will take you to the blue ECOS main menu.
(DO NOT select Educator Certification Online System for Entities: General Access District Principal Survey. If you do, it will take you to a green screen and you will not have a link to the survey(s).
- e. The next page is your Personal Educator Profile. You may update if you wish and then click to continue at the bottom of the page.
- f. On the main menu, click **Principal Survey**.
NOTE: If there is no “Principal Survey” button, then contact your district’s HR representative who can assign principal surveys for the campus **OR** email TEA at:
principalsurvey@tea.texas.gov
Include the following information in your email:
 - Campus Number
 - Principal’s name
 - Last four digits of principal’s social security number
- g. Click the **I agree** button to agree that you are responsible for the accuracy of survey responses.
- h. The Principal Survey should appear.
NOTE: If the Principal Survey does not appear, check to make sure that you clicked the button on the left side “Principal Survey” and “I agree.”
If the Principal Survey still does not appear, please send an email to:
principalsurvey@tea.texas.gov explaining your situation and someone will contact you within one business day.

5. If my list of teachers is not correct, what do I do?

If there are incorrect teachers on the survey list, you can remove the teachers from the list and select a reason provided on the drop down menu. In addition, you can add teachers to the list if you are confident that they are first-year teachers from a **Texas** education preparation program. Principals complete a survey for each teacher who meets the following criteria:

- Is working for their first year as a teacher of record in Texas public schools
- Has taught for at least five months of the school year
- Holds a standard, intern, or probationary certificate active at the end of October 2024
- Has completed or is enrolled in a Texas Educator Preparation Program

Principals can also contact their district’s Human Resources (HR) representative/contact to remove and/or add teachers. Please note that the system will provide you with a dropdown menu for reasons a teacher needs to be removed. You must select a reason for the system to accept the removal. For any additional assistance, please send an email to: principalsurvey@tea.texas.gov

Survey Timeline

6. If I am principal, when will I have access to the surveys?

The surveys will be available for principals through the TEA educator profile in the Educator Certification Online System (ECOS) on **Tuesday, April 1, 2025**. When you access your educator profile, the Principal Survey button will be on the left side of the blue screen. HR personnel will need to access surveys through the green screen. If you have not created a TEA Login (TEAL) account then you must access the TEAL instructional documents on the TEA Principal Survey website for principals, superintendents, and HR to ensure access to ECOS.

7. When do I have to submit the surveys?

The deadline for submitting all Principal Surveys is **Sunday, June 15, 2025** (we encourage principals to complete surveys early to ensure accessibility to technical assistance, if needed. Limited staff will be available on the last two days of the weekend).

Who completes surveys about whom?

8. For which teachers must I complete a survey?

Surveys must be completed for teachers in their first year of teaching service (experience). For example, if a teacher is in his/her first year on a campus, but has six years of teaching experience somewhere else, no survey is needed on that teacher.

The educator preparation program is pre-populated for each individual first-year teacher. If a teacher is a former para-professional, that experience does not count toward teaching service. The first-year teacher must have been on campus for at least five months.

If a teacher is assigned to multiple campuses, all principals receive the survey for the teacher. All principal should complete the surveys that they receive unless the teacher does not meet the criteria listed in answer number 5.

9. Is it possible to earn Continuing Professional Education (CPE) credit for completing the surveys? Yes, the Texas Education Agency will award CPE credit hours for completing the principal surveys. Upon completion of the training module, principals may download a certificate for having viewed the training and read all the information provided for a total of 1 hour CPE credit. In addition, each survey completed and submitted will 1 hour CPE credit. Each survey takes approximately 15 minutes.

10. Is this survey for all first-year teachers, or just those teachers who became certified through an alternative certification program?

This is for all first-year teachers who hold a standard, intern, or probationary certificate, active at the end of October 2024, in an alternative certification program, a post-baccalaureate, or a traditional Texas educator preparation program.

11. What about teachers who attended multiple preparation institutions/programs?

Only the institution which recommended the first-year teacher for a standard, intern, or probationary certificate will be considered. This is the educator preparation program listed on each individual teacher's survey.

12. Does a survey need to be completed if a teacher with one-year of experience was certified from an out-of-state teacher preparation program?

No. This survey applies only to Texas educator preparation programs.

13. Do charter school principals need to complete principal surveys for first-year teachers?

Yes. Charter school principals are responsible for completing surveys for any first-year teacher on their campus that meets the criteria referenced on question #5.

14. If a teacher is released due to budget cuts or non-renewal, am I required to complete a survey on that first-year teacher?

Yes. It does not matter if the teacher has been released or non-renewed. If the teacher taught on campus for five or more months, a survey must be completed.

Associating Teachers with Principals

15. Will I get a survey for each teacher? Is there a “one-on-one” match?

Yes, there is a one-on-one match. The surveys are pre-populated with the name of the teacher and the name of the educator preparation program. Principals will complete a survey designated for each first-year teacher as long as that teacher has been teaching at their campus for a minimum of five months.

16. What if I am retiring or changing campuses or school districts?

Please complete all the first-year teacher surveys before leaving the district. The Superintendent/HR contact can assist in ensuring this has been done before exiting the campus/district.

For Superintendents and/or Human Resources Staff

17. Can the HR administrator or superintendent also have access to check the status of survey responses?

Yes, HR administrators have access to a portal on the Educator Certification Online System (ECOS) green screen, on **Monday, March 24, 2025**. They must have applied for access through the TEAL system to add the District Principal Survey application where the surveys reside. HR is responsible for monitoring the district's Principal Surveys and updating the campus rosters, for example:

- "Click here to complete access" means that the HR administrator needs to add SS# for principal.
- Check for principals that have duplicate SS# and correct
- Ensure that every campus has an assigned principal

18. Are there instructions for the Superintendent/HR contact on how to access and monitor the principal survey?

Instructions with screen shots on how to access and monitor the Principal Survey in ECOS are available on the [Principal Survey website](#).

Designees

20. Can I designate someone else to do the Principal Surveys?

Yes. Principals may designate an assistant principal, grade level team leader, department chair, or campus curriculum director. For a traditional school, the designee needs to be certified as an administrator. Charter school principals do not need to hold an administrator certification.

21. What is the process for my designee to complete teacher surveys?

The designee completes a paper copy of the principal survey that is available on the [Principal Survey website](#) and returns it to the principal. Principals must enter the responses into the actual online survey. The designee cannot complete the actual online survey because it is located in a secured educator profile for their principal. Principals should not share their login information with anyone.

22. Do my designees have to be T-TESS certified appraisers or certified in the district's current appraisal system in order to complete the survey?

No, but the designees must be trained by the district to observe the person as an evaluator.

Completing and Submitting the Principal Surveys

23. Should survey results match T-TESS or the district's current appraisal system?

No, principals will be evaluating the first-year teachers from the perspective of the quality of preparation provided by the teachers' educator preparation program.

24. Will the system automatically save if I do not complete the entire survey?

Yes, principals may return later to complete and submit the survey. Everything entered will be saved and should be there upon returning to the survey.

25. May I keep a copy of the survey, if I want?

Yes, but principals must print the screens before submitting.

26. Who may I contact for any additional questions?

Please send an email with your question(s) to principalsurvey@tea.texas.gov. Someone will get back with you with a response within one business day.