



T-PESS Tips – November 2016*

Timely Resources for T-PESS

On the Teach for Texas Portal: <https://tpess.org>

1. [T-PESS User's Guide](#)
2. [Beginning-of-year Goal-Setting Form](#)

Role of the Principal Appraiser

- Appraisal is culture. It's not something that's done to someone, but instead is a pervasive growth mindset within a district – effective educators consistently seek out opportunities to improve, and that commitment to the improvement process is modeled throughout the district.
- In that sense, the principal appraiser is tasked with modeling for the principal what an effective growth process looks like.
- The primary purpose of principal appraisal is to help us better understand, with accuracy, what's working, what's not working, and what we can do to improve moving forward.
- Just as T-TESS asks campus leaders to support the growth and development of teachers, T-PESS asks principal appraisers to support the growth and development of principals, including coaching principals on how to be more effective instructional leaders.

Goal-Setting

- Principals should have at least one personal practice goal. There can also be additional campus-level or district-level goals, but the process primarily is about helping principals develop those practices that will lead to improved campus leadership.
- Practice goals should be closely aligned to descriptors on the rubric. As principals cycle through the process, practice goals will largely be determined during end-of-year conferences where principals and their appraisers pinpoint those descriptors that would yield the greatest benefit if improved upon.
- Goals should also both specifically spell out the steps the principal will take to accomplish the goal (so we can determine if those steps were effective) and determine what goal accomplishment will look like – how do we know if the goal has been reached?
- The middle-of-year conference is just about checking in on goal progress, discussing where success has occurred, and considering, if necessary, potential changes to the plan to achieve goals. It is not designed to work through all 21 indicators on the T-PESS rubric.

Please take advantage of your ESCs for support as you work through implementation. You can also contact Tim Regal at tim.regal@tea.texas.gov to talk through any part of the T-PESS process.

*This is the first T-PESS Tips of the school year. T-PESS Tips will come out monthly for the remainder of the 2016-2017 school year.