



T-PESS Tips – August 2017

Timely Resources for T-PESS

1. Updated T-PESS Forms: [Principal Forms](#) [Appraiser Forms](#)
2. [Sample Conference Videos](#)

Incorporating Student Growth into Principal Appraisal

Beginning with the 2017 – 2018 school year, student growth is a required component in T-PESS. Student growth in T-PESS takes the form of a goal. Just like the professional practice goal that is also a part of the T-PESS process, the student growth goal should detail the strategies and actions the principal will lead to attain the improvement in student performance.

For this first year with the T-PESS Student Growth Goal, the emphasis should be on helping principals become familiar with the process as they create a long-range plan that prioritizes areas of focus. The T-PESS Student Growth goal process is intended to capture the multi-year approach often necessary to reach desired outcomes in selected areas. Student growth goals will be most relevant when developed in alignment with an analysis of the underlying factors, “root causes”, impacting performance.

Several resources are available in the “Resources & Support” section of TPESS.org to assist principal supervisors as they guide and support principals through the development of a growth goal:

- Overview videos (August 2017) – These two short videos provide an overview and introduction to the process of selecting and setting a student growth goal and can be used to enhance conversation about developing a student growth goal.
- Revised T-PESS Forms (July 2017) – The T-PESS forms (see links above) have been revised to allow principals and principal supervisors to use the T-PESS rubric to capture evidence and notes electronically. The forms also include enhanced features to assist with summarizing information in preparation for conferences.
- Student Growth Guidance Overview (May 2017) – This document, [SG Goal Guidance](#), provides an overview to process along with an example of a student growth goal and the thinking behind the development of that goal.

For districts desiring additional support, ESCs can provide a T-PESS refresher training, either half- or whole-day, that gives principal supervisors an opportunity to explore tools to guide principals as they develop a student growth goal.

T-PESS Principal Orientation

It is especially important to provide an orientation to all principals this year to ensure they are familiar with district expectations for the student growth goal. A sample T-PESS Principal Orientation presentation is available in the “Resources & Support” section of TPESS.org. The complete orientation takes approximately two-hours and may also be delivered in sections or further customized to fit district needs. Just like T-TESS, on-going dialogue about principal practice throughout the T-PESS process helps to deepen the experience for both principals and principal supervisors.

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