



## T-PESS Tips – November / December 2017

### **Timely Resources for T-PESS**

1. [Principal Forms](#)
2. [Appraiser Forms](#) (MOY Form, p. 28)

### **Mid-Year Conference**

The Mid-Year Conference is an important milestone in the year when principals and principal appraisers meet to review formative data on progress related to the principal’s goals in both areas of professional practice and student growth. Ideally, the MOY conference is an extension of the ongoing dialogue between the principal and the appraiser. The MOY conference centers on discussing where success has occurred, and considering, if necessary, potential changes to the plan to achieve goals.

Another key to an effective MOY conference is a growth mindset. 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, which includes coaching principals on becoming more effective instructional leaders. This works best within a culture of growth – where it’s okay to be where you are, but it’s not okay to stay there.

### **Core Levers for Successful Schools**

In his book, *Leverage Leadership*, Paul Bambrick-Santoyo suggests that although there are seven levers that produce excellence, two of them are considered “super levers”: data-driven instruction and student culture. When principals create systems and sustain practice related to these two levers, they attain the greatest results in student performance. Building on this idea, the key task for district leaders is to work with and develop principals to implement these super levers.

Establishing these super levers requires three primary activities:

- (1) Training current and aspiring principals on the super levers
- (2) Coaching principals on the requisite practices in real time
- (3) Monitoring progress

Prioritizing these actions means putting instructional quality at the core of a principal supervisor’s interaction with the principal. As Bambrick-Santoyo says, if we want all campus leaders to succeed, we must develop them intentionally, just as we do teachers.

**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](mailto:linda.johnson@tea.texas.gov) to talk through any part of the T-PESS process.**