Important Decisions for T-PESS Districts:
Local Evaluation Procedures

The following are questions to consider when setting the stage for the adoption of T-PESS and developing local policy, procedures and guidelines prior to implementation.

Purpose and Goals:

- What are the local goals and purposes for participation in T-PESS? How can they best be communicated to all stakeholders?

- How will the district engage campus leaders in the process to build credibility and trust in the new evaluation system?

- How will the district communicate the alignment between T-PESS and the new T-TESS teacher evaluation system?

Training:

- Will principals attend the initial T-PESS training with the appraiser(s)? *This is recommended.*

- How will the district orient principals if they do not attend the initial training?

- How will possible mid-year hires be trained?

Supervision:

- How will the district ensure that T-PESS is one component of a broader approach to leadership development?

- How will the district ensure valid, reliable, and accurate assessment of principal performance?

- How will the district follow up on actionable feedback to principals?

- If a principal has indicators scored as Not Demonstrated/Improvement Needed, what local measures will be put in place to guide professional growth and improvement?

- How will the evaluation measures be used to inform professional development for campus leaders?

Implementation:

- How will the district ensure fidelity of implementation of the T-PESS process?

- How will the district monitor implementation to ensure the T-PESS process guides professional development and has a positive impact on professional practice?

- In what ways will the district gather feedback about the implementation of T-PESS during the initial year?

Data Management:

- Does the district choose to add any local principal performance measures to the T-PESS system?
- How will the district document the T-PESS process? What, if any, local forms will need to be designed?

- Who will be responsible for maintaining performance data and monitoring T-PESS system quality?

- Who will have access to T-PESS data? The appraiser only? Other members of the leadership team? HR?

- What will be archived in addition to the end of year evaluation summary each year to document T-PESS performance?

Policy/Procedure:

- What board policy or administrative procedures are currently in place to guide principal evaluation? How must they be modified for T-PESS?

- What process will the district use to make local decisions regarding T-PESS?