



T-PESS Tips – March 2017

Timely Resources for T-PESS

T-PESS Portal: <https://tpess.org>

1. [T-PESS Mid-Year Goal Progress Form](#)
2. [T-PESS Mid-Year Protocol](#)

Prioritizing Time for Principal Support

As appraisers are wrapping-up MOY conferences with principals, the demands of this time of year can make it difficult to maintain the regular schedule of campus visits and collegial conversations established back in the fall as you began the T-PESS process.

Although it can be challenging, prioritizing principal coaching throughout this demanding season can make the difference between “good” and “great.” Even a fifteen-minute “walk and talk” visit with a principal once every couple weeks or so can provide ample time to observe the campus in action and to follow-up on progress toward the goal. Just as with teaching, those “just-in-time” opportunities may provide some of the greatest benefits.

Quarter-hour Coaching

Often we think that in order to provide powerful coaching we must set aside an extended period of time. The result is that we delay scheduling because we are “waiting” for a more convenient time. Even if you’ve only been an administrator for a brief time, you know that rarely happens! So the reality is – powerful coaching can, and should, occur in shorter intervals, and the best time to start is now.

Just as an agenda helps to ensure an effective and efficient meeting, making a blueprint for the coaching conversation will help maximize the available time. One possible structure for a quick and focused dialogue with principals begins with the following:

- What’s on your mind? What else?
- What’s the real challenge here for you?
- What do you want? How can I help?

These questions will help both the principal and you to get to the crucial issues quickly. If time permits, wrap up the conversation by asking:

- If you’re saying yes to this, what are you saying no to?
- What part of this discussion was most useful to you?

These last questions help to both (1) frame the dialogue by putting the ideas discussed in perspective with other competing priorities and (2) identify likely next steps.

Regardless of the approach that you take, brief and well-focused coaching conversations with principals will help ensure the intended impact of the T-PESS process to support principal growth and development.

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.