



T-PESS Tips – September 2017

Timely Resources for T-PESS

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

Principal Self-Assessment and Goal Review

Self-Assessment and Goal Review is an important step to realizing the core intent of the T-PESS process as a tool for guiding self-reflection, informing professional development, and driving continuous growth. In the rush of the start of a new school year, however, it can sometimes understandably be minimized. With the school year recently underway for most districts, now is an excellent time for principals to revisit their self-assessment to confirm the areas identified and prioritized for focus this year.

As principals use the T-PESS rubric to revisit their self-assessment and resulting goals, reflecting on the indicators from different perspectives can help reveal aspects not previously considered. For example, thinking about why the skills and knowledge inferred from the descriptor are important for student success or recalling a recent event during which they applied the skills and strategies embedded in the indicator can deepen self-reflection and understanding.

Underlying all aspects of the T-PESS process is a growth mindset. Encouraging and supporting principals to regularly review and self-reflect on their goals and professional practice helps to maintain the focus on understanding what's working, what's not working and what steps will help ensure growth and improvement.

Beginning of Year Conference and Goal Approval

The beginning of year conference provides an opportunity for principals and appraisers to discuss and refine proposed goals for the year within the context of the principal's professional practice. With the addition of a student growth goal to the T-PESS process this year, the conference will include discussion about areas of focus related to student performance.

The inclusion of the student growth goal is well aligned with the intent of the beginning of year conference as a collaborative conversation centered on creating a shared understanding of principal performance and how it impacts student performance. As part of the ongoing coaching conversations that are essential to the T-TESS process, the beginning of the year conference is intended to clarify and confirm the principal's goals for the year along with the steps and supports needed to achieve year-over-year growth in principal practice and student performance.

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.