Executive Summary
Prepared for Board of Trustees Meeting
July 26, 2016

Texas Principal Evaluation and Support System (T-PESS) Overview and Implications to Board Policy DNB (Local)

Board Goals:

Vision – Develop and maintain a culture where learning remains our first priority and establish goals for individual campuses that incorporate both measurable and intangible factors.

Teaching & Learning – Develop academic skills and interpersonal relationships necessary for student success in college, the workplace and for life; establish quality staff development programs that promote professional learning communities; stay abreast of and incorporate best practices into teaching, learning, technology and leadership; and, advocate and practice true accountability based on measurement of individual student progress over time, regardless of external mandates.

Climate – Encourage and nourish a safe learning and compassionate working environment which ensures open and transparent communication and is supportive, cooperative, and ethical; establish a high expectation level for success for all students, staff, parents, and community; instill in students a love of life-long learning; and, motivate and prepare students to embrace their full responsibilities and obligations as active citizens of their community, nation, and world.

Human Resources – Develop and expect a consistently high level of, and respect for, professional performance by all staff; and, encourage all teachers and staff to pursue advanced professional development and degrees within their specialty area.

Growth, Change & Fiscal Responsibility – Create and continuously modify strategies to mitigate increasing stresses on our children, our schools and our community

Purpose of Report:

To provide the Board of Trustees an overview of the Texas Principal Evaluation and Support System (T-PESS). T-PESS was created in response to Senate Bill 1383 (82nd Regular Legislative Session), which was codified in Section 21.3541 of the Texas Education Code. This statue directed the Texas Education Agency to accomplish the following initiatives:
- Establish and administer a comprehensive appraisal and professional development system for public school principals;
- Assist in developing the system and make recommendations about the training, appraisal, professional development, and compensation of principals; and
- Establish school leadership standards and a set of indicators of successful school leadership to align with such training, appraisal, and professional development.

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Additional resources related to the T-PESS overview and implications to board policy DNB (Local) have been included with this executive summary:

- T-PESS FAQs
- T-PESS Roles and Responsibilities
- T-PESS User's Guide
- T-PESS Rubric Form
- Proposed DNB (Local) policy

Objectives:

- Facilitate an overview of the Texas Principal Evaluation and Support System (T-PESS)
- Identify key factors in moving from the current administrator appraisal tool to T-PESS
- Highlight the components of the evaluation process and the T-PESS rubric
- Briefly review implications to board policy DNB (Local)
- Solicit feedback and address questions/concerns related to T-PESS

Operational Impact:

During the 2016 – 2017 school year (phase in period), Educational Service Centers will provide training and support for district appraisers at no charge. Our current administrator appraisal system is not aligned to principal standards developed in 2013. There is no anticipated fiscal impact related to the implementation of T-PESS. Academic Programs will facilitate training for campus principals in the implementation of T-PESS, with the administrative support of Human Resources.

Results:

Advantages: Texas Principal Evaluation and Support System (T-PESS) was developed by the Texas Education Agency (TEA) and the Principal Evaluation Steering Committee and is aligned with the new principal standards developed in 2013. These new standards are found in Chapter 149 of the Texas Administrative Code and are expected to serve as the foundation for the new leadership appraisal and support system. Similar to T-TESS, the T-PESS evaluation process promotes training, appraisal, and professional growth of our campus principals. T-PESS is the approved principal evaluation system for the state of Texas and will receive ongoing support from the Education Service Centers and TEA.

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Disadvantages: Implementing T-PESS will require minimal training for all campus principals. Again, as with T-TESS, coaching conversations and implementation with fidelity will require time intensive support.

Other Options:

The District could continue to utilize the current administrator appraisal tool; however, the current tool is not aligned to the new principals standards developed in 2013 and does not incorporate the phase in of a student growth measure for the 2017 – 2018 school year. The District must formally adopt and amended the current administrator appraisal tool as our local evaluation system. The District may also choose to develop and formally adopt an independent evaluation system designed specifically for the District, but must ensure state compliance. NOTE: T-PESS was developed by TEA and the Principal Evaluation Steering Committee and will be supported by Educational Service Centers and/or TEA. If the District adopts and/or amends the current administrator appraisal tool, but moves to T-PESS in later years, the District will incur costs for training and support for campus principals and appraisers of campus principals.