

Texas Principal Evaluation & Support System (T-PESS)

Standard 1 – Instructional Leadership: The principal is responsible for ensuring every student receives high-quality instruction.

Indicators:

a. The principal ensures implementation of state and district curricula and assessments aligned with state standards, including college and career readiness standards.
b. The principal monitors and ensures high-quality instructional practices among teachers and staff that improve student performance.
c. The principal monitors multiple forms of student data to inform instruction and intervention decisions to maximize student achievement.
d. The principal ensures that effective instruction maximizes growth of individual students and student groups, supports equity, and eliminates the achievement gap.

Standard 2 – Human Capital: The principal is responsible for ensuring there are high-quality teachers and staff in every classroom throughout the school.

Indicators:

a. The principal recruits, selects, places, mentors, and retains diverse and highly effective teachers and staff.
b. The principal coaches and develops teachers and staff by giving individual feedback and aligned professional development opportunities.
c. The principal implements collaborative structures and provides leadership opportunities for effective teachers and staff.
d. The principal provides clear expectations of performance and conducts rigorous evaluations of all staff using multiple data sources.

Standard 3 – Executive Leadership: The principal models personal responsibility and a relentless focus on improving student outcomes.

Indicators:

a. The principal is solutions-oriented, treats challenges as opportunities, and supports the school and community through continuous improvement.
b. The principal proactively seeks and acts on feedback, reflects on personal growth areas, seeks development opportunities, and changes practice in ways that improves student outcomes.
c. The principal communicates with all audiences and develops productive relationships.
d. The principal adheres to the Code of Ethics and Standard Practices for Texas Educators in such a way that it demonstrates a moral imperative to educate all children and follows practices and procedures of his or her respective district.

Standard 4 – School Culture: The principal is responsible for establishing and implementing a shared vision and culture of high expectations for all staff and students.

Indicators:

a. The principal develops, implements, and sustains a shared vision of high expectations for all students and staff.
b. The principal establishes, reinforces, and monitors clear expectations for adult, staff, and student conduct, including social and emotional supports.
c. The principal purposefully engages families and community members in meaningful student learning experiences.
d. The principal creates a safe school environment that ensures the social, emotional, and physical well-being of staff and students.
e. The principal applies a variety of student discipline techniques to meet the behavioral and academic needs of individual students.

Standard 5 – Strategic Operations: The principal is responsible for implementing systems that align with the school’s vision and mission and improve the quality of instruction.

Indicators:

a. Strategic Planning - The principal outlines and tracks clear goals, targets, and strategies aligned to a school vision that continuously improves teacher effectiveness and student outcomes.
b. Maximized Learning Time - The principal implements daily schedules and a yearlong plan for regular data-driven instruction cycles, gives students access to diverse and rigorous instructional programs, and builds in time for professional development.
c. Tactical Resource Management - The principal aligns resources with the needs of the school and effectively monitors the impact of these resources on school goals.
d. Policy Implementation and Advocacy - The principal collaborates with district staff to implement district policies and advocate for the needs of district students and staff.