

# Texas Principal Evaluation & Support System (T-PESS)

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

**Indicators:**

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

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

**Indicators:**

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

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

**Indicators:**

<b>a. The principal is solutions-oriented, treats challenges as opportunities, and supports the school and community through continuous improvement.</b>
<b>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.</b>
<b>c. The principal communicates with all audiences and develops productive relationships.</b>
<b>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.</b>

**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:**

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

**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:**

<b>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>
<b>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.</b>
<b>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.</b>
<b>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.</b>