T-PESS Evaluation Process and Calendar 2026-2027

T-PESS Process	Actions, Activities and Timeline
Orientation ***(July 16, 2026)***	During administrator professional development, training is provided on T-PESS Policy, Procedures, and Self-Assessment.
Self-Assessment and Goal Setting ***(Due by August 28, 2026)***	Principals and Assistant Principals complete the Self-Assessment Rubric and Goal Setting in STRIVE - each **principal** will identify two goals: • *Professional Practice Goal - selected by the principal after reviewing the Standards of the T-PESS Rubric.* • *Student Growth Goal (COA): After completing a root cause analysis, identify an area for improvement. (Upload PDSA Action Plan and any other supporting documents related to COA).* **Assistant Principals** will identify one goal: • *Professional Practice Goal - selected by the assistant principal after reviewing the Standards of the T-PESS Rubric.*
Beginning-of-Year Conference ***(by September 25, 2026)*** ***(by October 2, 2026)***	**Principals** will review self-assessment documents and goals with their Executive Director. • *During the conference, the ED and principal will discuss the self-assessment results, school and district priorities and plans, and any useful data or artifacts supporting the growth goals.* **Assistant Principals** will review the self-assessment documents and goal with their Principal. • *Returning assistant principals should use the end-of-year (EOY) refinement areas as additional data to generate new goals.*
Mid-Year Progress ***(by January 29, 2027)*** ***(by February 5, 2027)***	Principal progress on Professional Goals and Student Growth Goals will be reviewed and documented during ***campus site visits and/or mid-year COA presentations.*** Assistant Principals progress on Professional Goals will be reviewed during a ***mid-year conference.***
End-of-Year Conference ***(by May 25, 2027)*** ***(by June 3, 2027)***	**Principals and Executive Directors** will meet to examine and discuss the artifacts and evidence related to the principal's performance on the T-PESS indicators. Required artifacts include: ✔ *Evidence for any indicators rated above proficient on self-assessment.* ✔ *Final COA and PDSA* ✔ *Campus Performance Data (STAAR, EOC, MAP, MClass)* ✔ *Survey Data and Action Plan* **Assistant Principals and Principals** will meet to examine and discuss the artifacts and evidence related to the assistant principal's performance on the T-PESS indicators. ✔ *Evidence for any indicators rated above proficient on self-assessment.* ✔ *Campus discipline data* ✔ *Department/Grade Level Performance Data* **End-of-Year self-assessment, artifacts, and evidence must be uploaded in STRIVE no later than one week prior to the end-of-year conference.**
Final Evaluation ***(to HR by June 4, 2027)***	After the end-of-year conference, the final T-PESS summative document will be printed, signed, and submitted to HR.

★ Indicates both Principals and Assistant Principals

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May 18, 2026