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A District Leader’s Guide to Using Teacher Perception Survey Results

Teacher Perception Survey (TPS) results give you a powerful tool for understanding how principals’ school leadership affects teachers and students. These results will likely confirm some things that you knew about the school leaders in your district, surprise you with some things that you didn’t know, and open up new questions about things you want to explore further.

This data is a unique source of actionable feedback on school leadership that district leaders and principals can apply to continue building upon strengths and improve schools’ academic progress. Take some time on your own and jointly with principals to review district results, and then think about how the data can guide you further down the path toward ensuring an effective leader in every school in your district.

HOW TO READ YOUR REPORT

[Insert specific information here depending on the report format.]

HOW TO USE YOUR RESULTS

The following recommendations will help you make the most of your TPS results:

* Establish time for school principals to review and reflect on the results together. Consider using early release days, principal meetings, professional development days, or in-service days. Lead principals in a facilitated discussion to jointly agree on shared strengths and areas for growth. When reflecting on the district’s results, ask the following questions:[[1]](#endnote-1)
	+ What are we learning from the results?
	+ How can we improve on this data next year?
	+ Are we making progress on our vision for students and our district?
	+ What interventions/support do teachers, principals, and district leaders need in order to improve?
* Ask principals to prioritize the areas of growth and develop an action plan for how to improve results next year.
* Be thoughtful and intentional about how to share results with parents and the wider community.
	+ Provide the necessary context for community members about why your district administered the TPS and how results will be used. This is the first time most parents will see TPS data, and they will likely have questions about it.
	+ Use your established lines of communication with parents. Include a summary in your district newsletter, share it with parents during community meetings or parent-teacher conferences, and post district-level results on your website along with your action plan for improving outcomes and building upon strengths and successes. [If you are in a small district, think carefully before posting any aggregate results to protect individual principals’ scores. For example, if your district only has one or two schools, district-level results are actually more like school-level results.]
1. Kanold, T.D. *The Five Disciplines of PLC Leaders*. Bloomington, IN: Solution Tree Press, 2011. [↑](#endnote-ref-1)