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A Principal’s Guide to Using Teacher Perception Survey Results

Teacher Perception Survey (TPS) results give you a powerful tool for understanding how your leadership affects teachers and students. These results will likely confirm some things that you knew about your leadership style, 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 your practice as a school leader that you can apply to continue building upon your strengths and accelerate your professional development as well as your school’s academic progress. Take some time to review your results, and then think about how the data can guide you further down the path toward providing excellent school leadership that ensures effective teaching in every classroom and high levels of achievement by all students.

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:

* Set aside sufficient time to review and reflect on the results. Make sure you focus on both your areas of strength and opportunities for growth.
* Collaborate with a trusted colleague to help you think about how to use the results. When reflecting on your results individually or as a group, ask the following questions:[[1]](#footnote-1)
* What observations do you have about these results?
* Does anything surprise you?
* What are you most proud of?
* What can you learn from the results?
* How can you improve on this data next year?
* Are you making progress on your vision for your school?
* What interventions or support do you need in order to improve?
* Use the data to identify your strengths as a principal. Reflect on the two or three concrete activities you do that contribute to your strengths.
* Spend some time identifying your greatest opportunities for growth. Use TPS results and other data points that you have on your development areas, such as observation data from an evaluator or coach, your self-assessment of your professional practice, and data about your students’ learning outcomes. You could use a number of strategies to pinpoint development areas in the survey data, including but not limited to the following:
	+ Focus on one survey item in each element.
	+ Focus on all the survey items in a single element.
	+ Focus on the three or four items with the lowest scores.
* Identify two or three immediate next steps that you can take to improve in your development areas, and infuse what you learn from the survey into other activities in which you reflect on your performance and how to improve.
* Use TPS results as an optional tool to inform goal-setting and feedback conversations with your evaluator.
1. Kanold, T.D. *The Five Disciplines of PLC Leaders*. Bloomington, IN: Solution Tree Press, 2011. [↑](#footnote-ref-1)