

This meeting will be recorded. It is requested that PrAC members please enable video during the meeting.

Principal Advisory Council (PrAC)

March 14, 2024

Robin Fields Kinney, Interim Commissioner, KDE

Brian Eerenberg, PrAC Chairperson
Stacy Noah, KDE Liaison



I. Welcome

Robin Fields Kinney, Interim Commissioner, Kentucky Department of Education

II. Roll Call of Members

Brian Eerenberg, PrAC Chairperson, Boyd County Schools

PrAC Members Digital Sign In

- Please access the digital sign in by using the link provided in chat.
- Select today's date and provide your information.

[CLICK HERE TO ACCESS DIGITAL ATTENDANCE FORM](#)

Roll Call

Name

Erika Bowles
Nick Brooks
Ashley Burd
Anne Cox
Beth Davidson
Brian Eerenberg
Kevin Garner
Jarrod Hankins
Sara Kise
Carla Kolodey
Ann-Marie Landry
Robert Lightning
Catrina McDermott
Amy Rhodes
Matt Shafer
Peggy Sinclair-Morris
Sarah Woodford

Representing

Boone County
Wolfe County
Kentucky Tech Schools
McCracken County
Barren County
Boyd County
Jefferson County
Webster County
Lawrence County
Jefferson County
Bullitt County
Bowling Green Independent
Pineville Independent
Pike County
Boone County
Kentucky School for the Blind
Fayette County

Term Expiring

December 2025
September 2024
December 2024
December 2025
September 2024
December 2025
December 2025
September 2024
December 2024
September 2024
December 2025
December 2025
September 2024
September 2024
September 2024
December 2025

III. Agenda Approval

Brian Eerenberg, PrAC Chairperson, Boyd County Schools

IV. Approve Summary Minutes

Brian Eerenberg, PrAC Chairperson, Boyd County Schools

[Click HERE for December 2023 PrAC Summary](#)

V. Legislative and Education Professional Standards Board (EPSB) Updates

Cassie Trueblood, Office of Educator Licensure and Effectiveness, Kentucky
Department of Education

VI. Educator Wellbeing: What's going well? What needs to change?

Annalee Jackson, Office of Teaching and Learning, Kentucky Department of Education



Educator Wellbeing

Annalee Jackson

Leadership for Educational Equity Public Policy Fellow
Division of Diversity, Equity, Inclusion and Belonging (DEIB)

annalee.jackson@education.ky.gov

2024

 Kentucky Department of
EDUCATION

Warm Welcome!



Answer in the chat:
Take a moment to share gratitude for one person who has made a difference in your journey as an educator.

Introductions

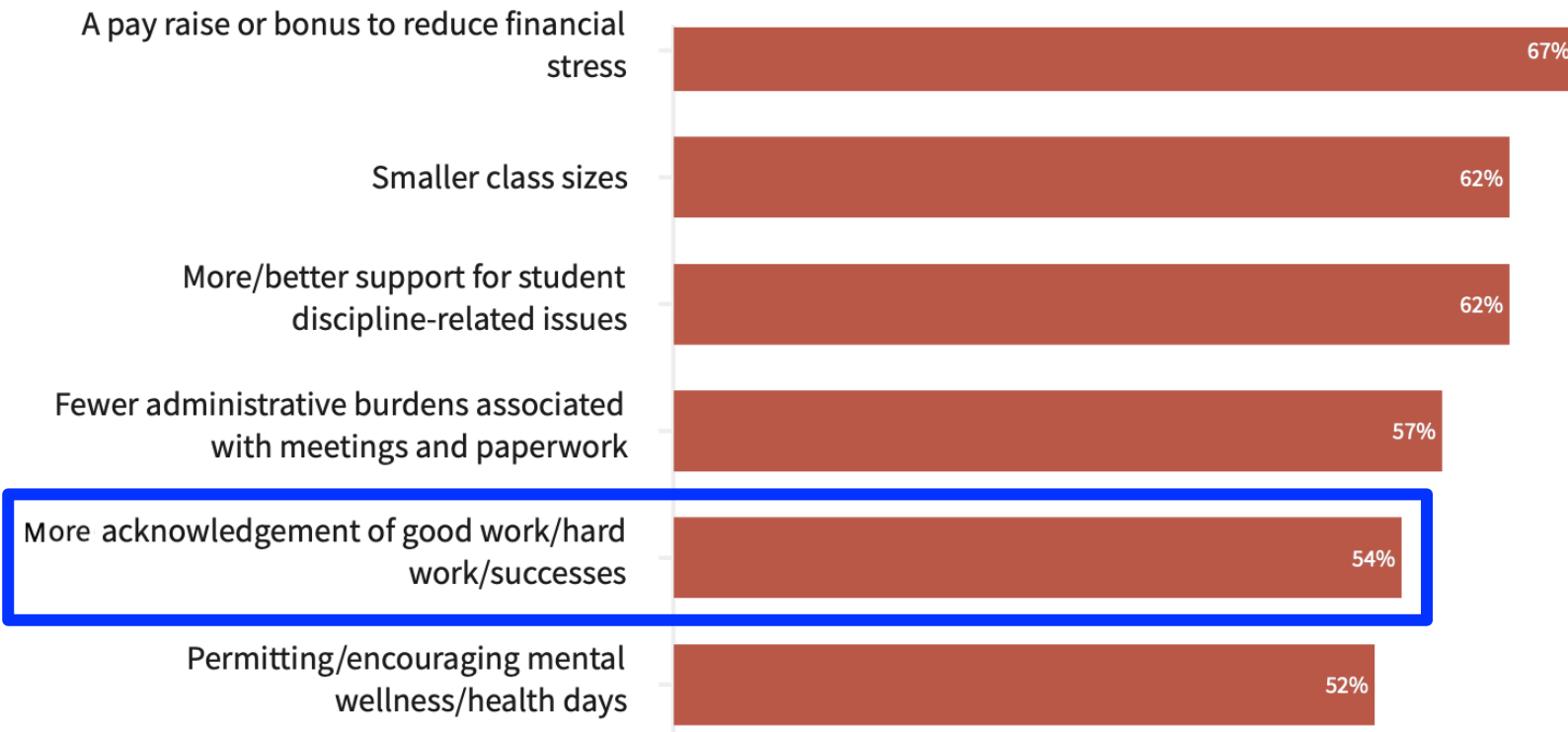


E **LEADERSHIP FOR**
EDUCATIONAL EQUITY

Kentucky Department of
EDUCATION

EdWeek 2023 Data (1)

What steps could your district or school take to support your mental well-being? Select all that apply.



•Merrimack College Teacher Survey ([EdWeek](#))

•Nationally representative poll with responses from **1,178 K-12 public school teachers** ([EdWeek](#))

•**Top six responses** to this question out of a list of 24

SOURCE: Merrimack College and EdWeek Research Center



EdWeek 2023 Data (2)

•Merrimack College Teacher Survey ([EdWeek](#))

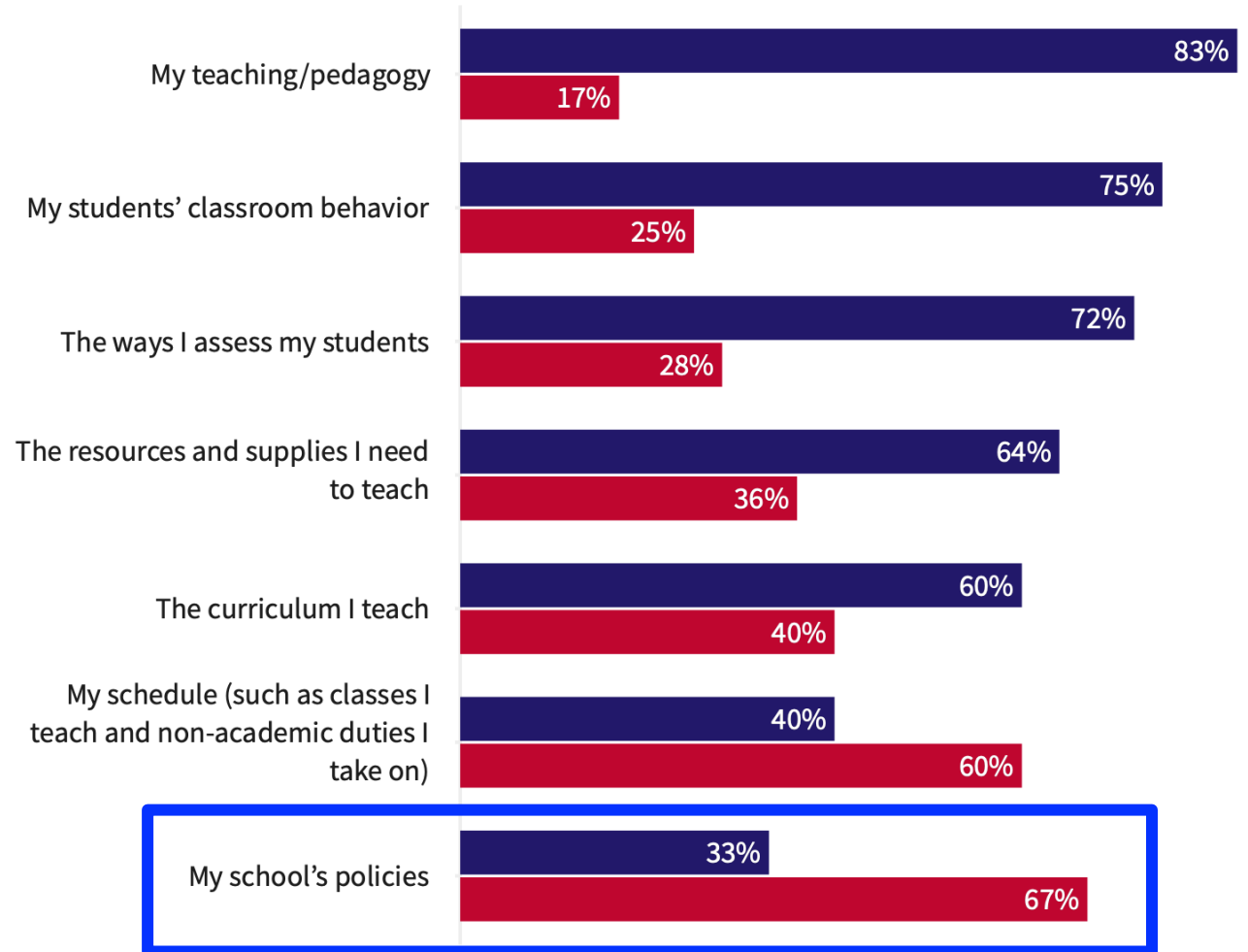
•Nationally representative poll with responses from 1,178 K-12 public school teachers ([EdWeek](#))

•67% of educators disagree that they have a lot of control and influence over their school's policies.

•34% of educators requested more influence over district school policies or rules

I have a lot of control and influence over:

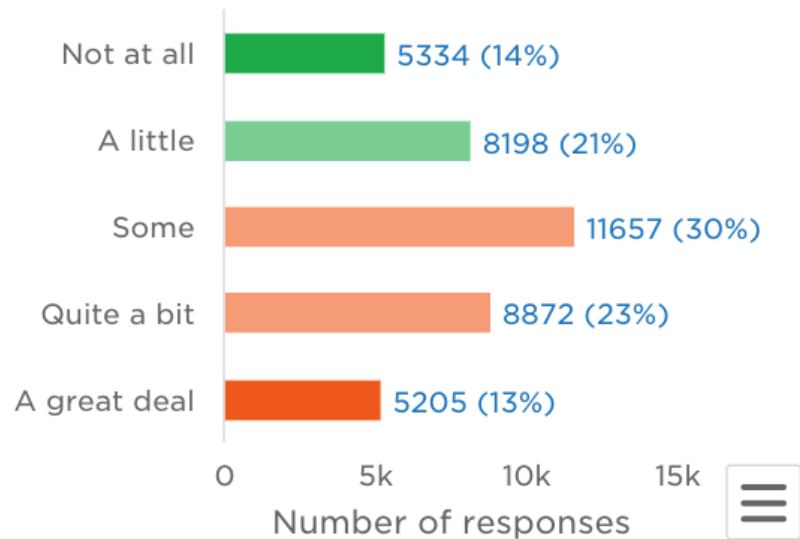
■ Agree ■ Disagree



SOURCE: Merrimack College and EdWeek Research Center

2023 Working Conditions Survey (1)

Answer distribution

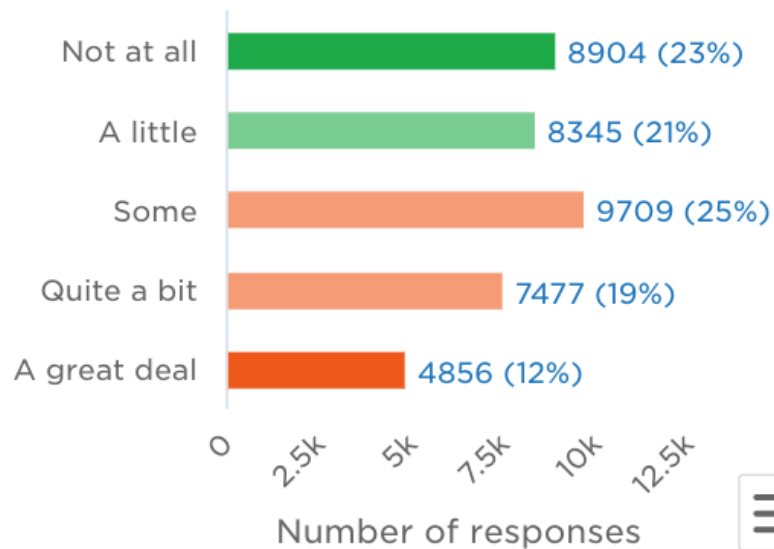


Category	Responses
Not at all	5334
A little	8198
Some	11657
Quite a bit	8872
A great deal	5205

- How concerned are you about the emotional well-being of YOUR COLLEAGUES as a result of their work?
- 34% of respondents answered “Not at all” or “A little.”
- 66% of respondents answered “Some,” “Quite a bit” or “A great deal.”

2023 Working Conditions Survey (2)

Answer distribution



Category	Responses
Not at all	8904
A little	8345
Some	9709
Quite a bit	7477
A great deal	4856

- How concerned are you about YOUR OWN emotional well-being as a result of your work?
- 44% of respondents answered “Not at all” or “A little.”
- 56% of respondents answered “Some,” “Quite a bit” or “A great deal.”

Teacher Advisory Council Questions

- What is your school doing well to support your wellbeing?
- What do you wish your school would start doing to support your wellbeing?
- What are some of the biggest challenges you face that impact your wellbeing?
- If our team was to create a resource to support adult/educator wellbeing within schools:
 - What would you want to know/have support with?
 - What resource format would be most helpful (a short document of strategies, slides, something else entirely)?
 - This resource would live on our website. Are there any other ways to make sure this resource got to you and was easily accessible?

Principals Advisory Council Questions

- What do you need in terms of your wellbeing at work?
- What are some of the biggest challenges you face that impact your wellbeing?
- If our team was to create a resource to support adult/school leader wellbeing within schools:
 - What would you want to know/have support with?
 - What resource format would be most helpful (a short document of strategies, slides, something else entirely)?
 - This resource would live on our website. Are there any other ways to make sure this resource got to you and was easily accessible?

Educator Wellbeing: 10 Wins for School Leaders

1. Which win stands out to you the most and why?
2. Are there any resources/wins you would swap out for other wins or resources that you know of?

Educator Wellbeing: 10 Easy Wins for School Leaders

School leaders may use this to support: Any individual who works in or supports pre-K-12 schools: teachers; paraprofessionals; school counselors; social workers; school psychologists; speech pathologists; staff who support multilingual learners, and students with Individualized Education Plans; instructional and athletic coaches; classified staff such as front desk employees, janitorial staff, cafeteria staff and bus drivers and any other school personnel.

Celebrating/Recognizing Educators

1. **Shoutouts:** Share daily/weekly shoutouts from colleagues or administrators by word of mouth or email/texts. Post kind words from students about their teachers. Shoutouts can be collected through an ongoing google form and shared more personally via notes or emails at various times throughout the month. Shoutouts can be tied to school values or evaluation metrics.
2. **Leadership Rounding:** Leaders intentionally and consistently check in with all staff a few times per year to build relationships. This can be done more frequently via text as well.
3. **Practice Empathy as a Team:** Incorporate an activity to show gratitude at each meeting.
4. **Tap-In/Tap-Out:** Provide emotional support by encouraging educators to acknowledge their emotions and recharge with a five- to 10-minute support structure at times when most needed.
5. **Amplify Success Stories:** Share educator success stories at board of education and chamber of commerce meetings, on the school webpage, in the school newsletter and/or in local newspapers to amplify recognition and boost morale.

Elevating Educator Voice

1. **Toolkit for Equity-Minded Decisions and Policies:** Use protocols that help acknowledge all individuals involved when making decisions and take special care to consider the resources and sustainability of each decision and the impact of the decision on educators' workload.
2. **Leadership Meetings:** Intentionally invite educators from different roles, content areas, grade levels, halls and experience levels each week to a portion of leadership meetings regardless of their performance to get fair representation in feedback.
3. **Office Hours:** Set aside an hour each week where educators can drop in or schedule a conversation to voice ideas, questions and concerns.
|
4. **Newsletters:** Create a consistent newsletter schedule (weekly, bi-weekly, monthly) to share news with educators, collect feedback and provide opportunities for teammates to submit information to share with colleagues.

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5. **Professional Learning Time**: Create space and flexibility within professional learning for educator requested topics or volunteer teammate-led topics (submit in newsletter Google form).



Optimistic Closing

Answer in the chat or come off mute:

Choose one of the 3As:

Appreciation
Aha or an
Ask

[Feedback!](#)

to share with the group.

VII. Artificial Intelligence: Educator Insights

Kristal Doolin and Renee Hibbard, Southeast Southcentral Education Cooperative

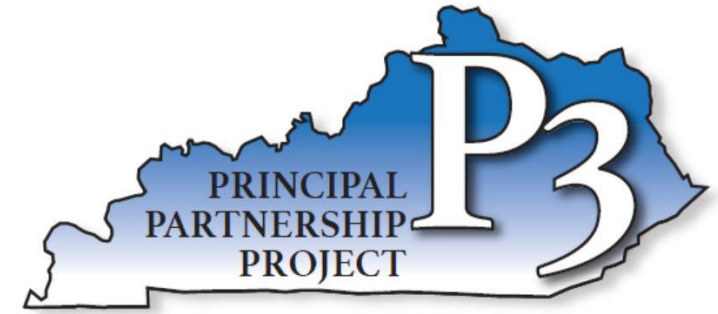
VIII. Impact Kentucky Working Conditions Survey: We have the results, now what?

Elly Gilbert, Office of Educator Licensure and Effectiveness, Kentucky Department
of Education

IX. Professional Supports for School Leaders

Emily Satterly, Office of Educator Licensure and Effectiveness, Kentucky Department of Education

Assistant Principal Cohort



Meeting Dates

Oct. 24, 2023

Dec, 6, 2023

Feb, 7, 2024

March 6, 2024

April 18, 2024

Goals

- Network with Other Assistant Principals
- Build Capacity with Respect to Professional Standards for Educational Leaders (PSEL)
- Share Ideas

AP Cohort

Dates and Topics

Oct. 24

(6-Hour Kick-Off Event)

- School Safety
- The Leestown Way: A PBIS Model
- Professional Standards for Educational Leaders (PSEL)
- Simulation-based Decision Making
- KDE Supports
- Time Management Strategies for Assistant Principals
- Equity-Centered Leadership

Dec. 6

(1-Hour Zoom)

- Prioritizing Assistant Principal Responsibilities
- Time Management/Finding Balance
- PSEL Evidence Collection

Feb. 7

(1-Hour Zoom)

- Finding Balance and Organizing Priorities
- The Assistant Principal's (AP's) Role in Supporting Teacher Effectiveness
- A Closer Look at PSEL

March 6

(1-Hour Zoom)

- Finding Balance and Organizing Priorities
- Supporting Teacher Effectiveness
- The AP's Role in Cultivating a Positive School Climate and Culture

April 18

(1-Hour Zoom)

- Analyzing Your To-Do List: Aligning Purpose to Action
- Wrapping Up this Year
- Preparing for Next Year (and Beyond)

Looking Forward to 2024-2025

Initial Certified Evaluation Training (12 hr.)

- Offering 10 Update Training Date Options Covering all 8 Cooperatives
- Offering 4 Virtual Training Dates During the Winter Months

Certified Evaluation Update Training (6 hr.)

- Offering a Repeat from 23-24 Focusing on Strategies to Coach Around the KY Framework for Teaching with Fidelity
- Feedback Needed on an Additional Option for 2024-2025

Assistant Principal Cohort

- In-Person Kick-Off
- 4-9 Virtual Sessions
- Interest in Book Study
- Feedback Needed on Common Areas of Growth Needed for Assistant Principals
- Volunteers for April “What I Wish I Had Known or Done Before Moving from AP to Principal”



Meeting Dates

❖ *June 13, 2024*

2024-2025 Meeting Dates

Sept. 5, 2024

Dec. 3, 2024

March 4, 2025

June 3, 2025

[Click HERE for link
to Meeting
Feedback Form](#)

X. Adjournment

Brian Eerenberg, PrAC Chairperson