



# Next Generation Professionals Delivery Plan

## Kentucky Department of Education



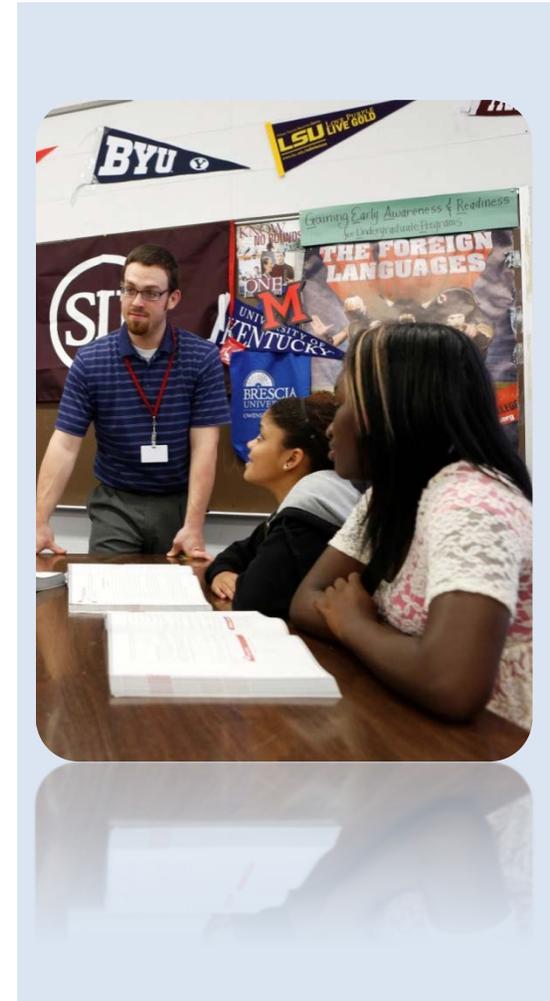
*We count students*

Because every student counts



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## Strategy 1: Professional Learning and Support Systems

### Milestones for Timeline

#### 2013-2014 School Year

- Review TELL KY data to see patterns and compare with previous survey data.
- Complete Professional Learning Task Force Recommendations.
- Complete Professional Learning Guidance in KY Model Curriculum Framework.

#### 2014-2015 School Year

- All Kentucky educators enter their approved Professional Growth Plans (PGP) into CIITS.
- KDE develops a comprehensive plan to increase effective use of PD360 resources within school wide professional learning systems.
- KDE monitors to see that PGPs are aligned to Student Growth Outcomes.
- KDE creates or provides all schools/districts quality, applicable content, including professional learning, that targets “Closing the Achievement Gap” in EDS and PD360.
- Various data analyzed to see if professional learning increases the level of proficiency ratings in Program Reviews.
- Districts demonstrate alignment of professional learning to school/district goals, as evidenced in the CSIP/CDIP.
- Review TELL KY data to see patterns and compare with previous survey.

### Theory of Action

**IF** KDE creates and refines a system focused on professional learning to support professional growth;

**And if** KDE monitors the system’s effectiveness;

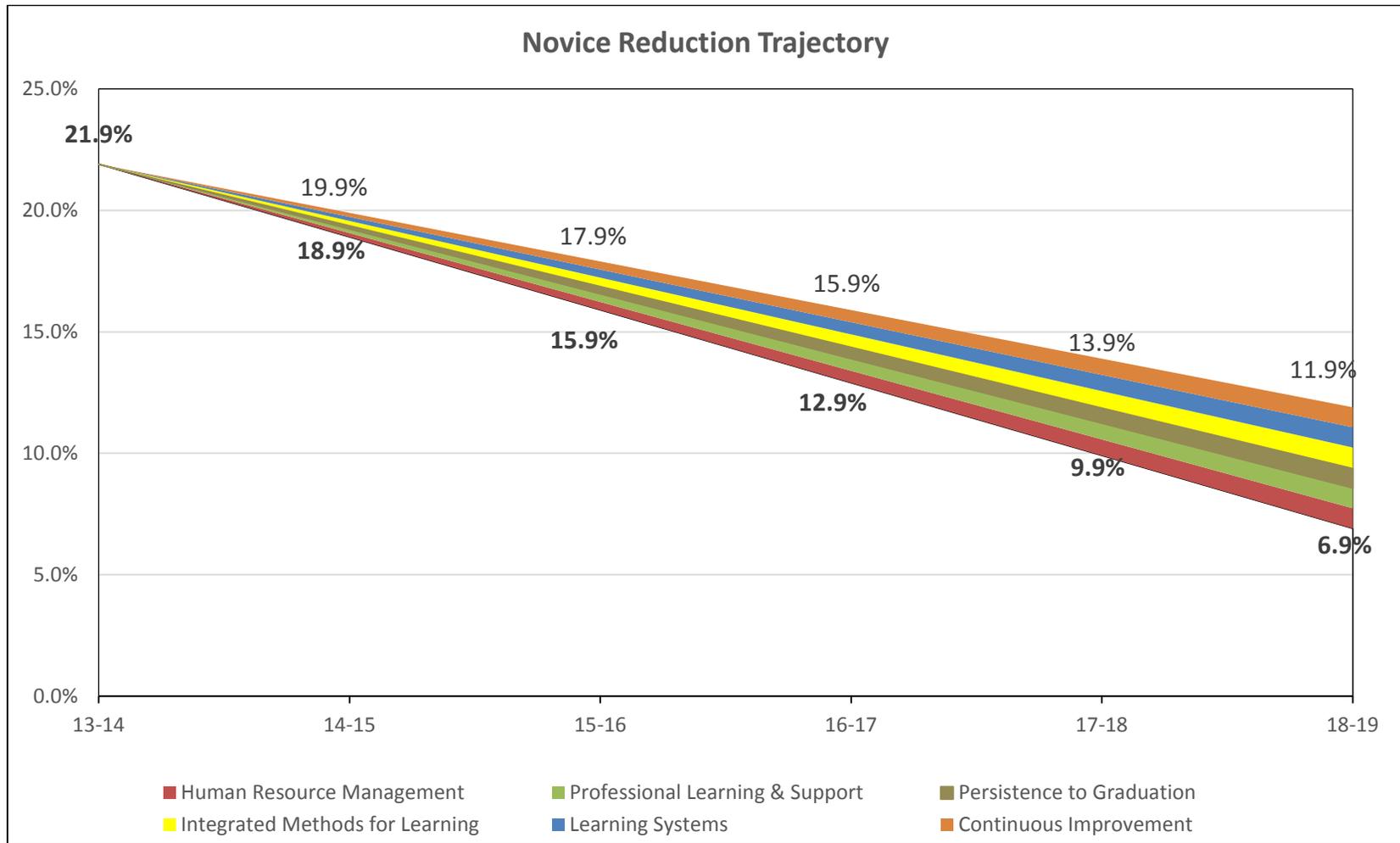
**And if** educators receive specific personalized feedback through data gathered from multiple sources to gain understanding of their current performance;

**And if** educators use their personalized feedback to collaboratively develop and implement an appropriate professional learning plan;

**And if** educators implement, monitor, and refine their quality professional learning/growth plan, to ensure fidelity of implementation and continuous improvement of practice in the classroom to impact the proficiency of all student groups;

**And if** educators engage in continuous learning that impacts the quality of their schools’ writing, practical living and career, and arts and humanities program reviews;

**THEN** the effectiveness of educators will grow, student engagement and proficiency will improve for all student groups (i.e., all gap groups and 3<sup>rd</sup> grade students) and a greater number of school program reviews (e.g., writing, arts and humanities, and practical living and career studies) will be proficient.



# Strategy Research Questions

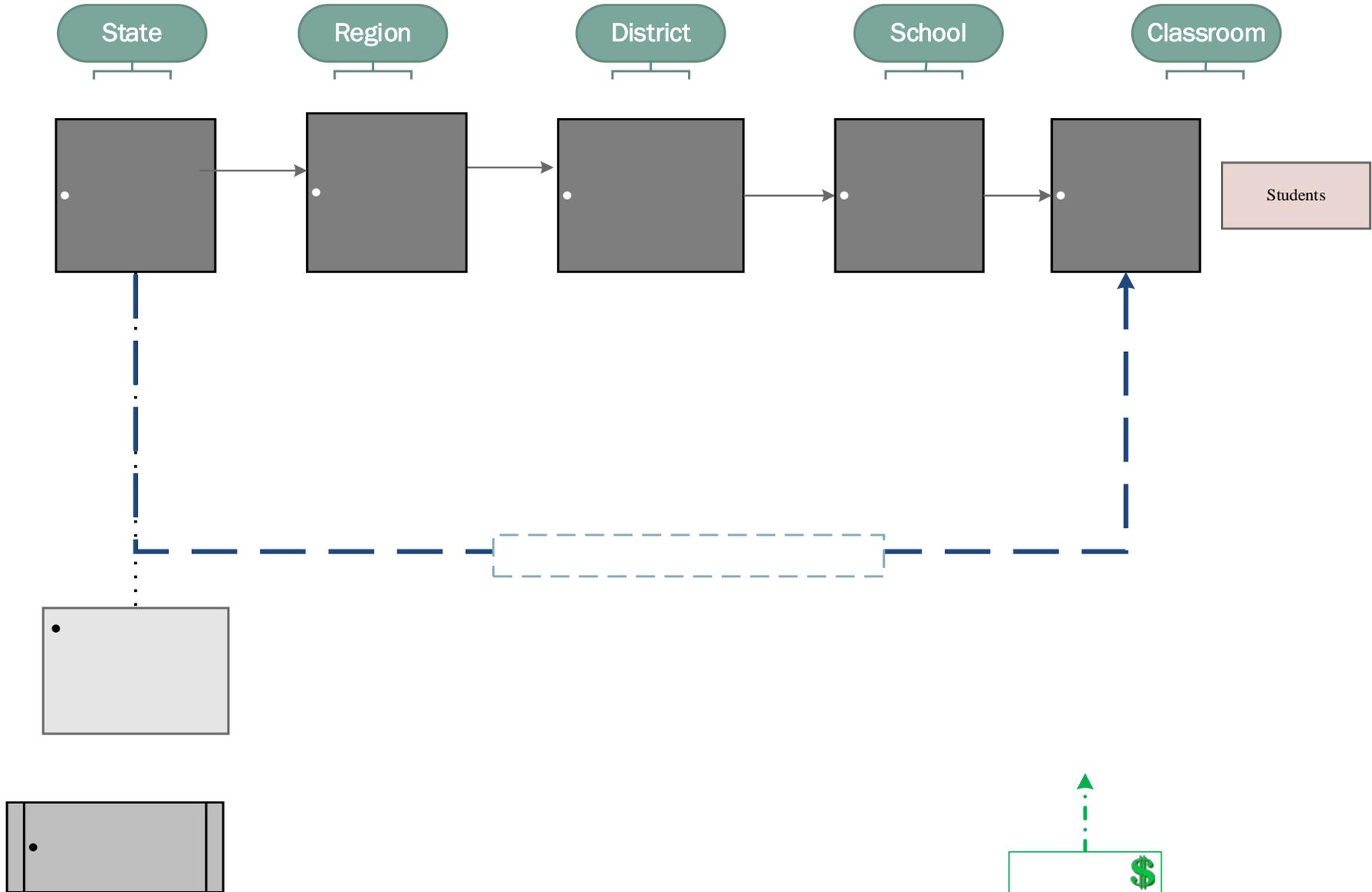
## *Professional Learning Indicators and Methods to Meet Evaluation Questions and Goals*

Evaluation Phase	Goal	Evaluation Questions	Performance Indicators	Data Collection Methods
<b>Development</b>		› What are the professional learning needs of Kentucky teachers?	› Increase proportion of teacher professional learning needs addressed in CIITS.	› TELL Kentucky › Disaggregated Student Achievement data.
		› Are Professional learning programs meeting the needs of new teachers?	› Increased proportion of teacher needs from the KTIP needs assessments being met.	› TELL KY › CIITS › KTIP
		› Are the current PL policies addressing teacher needs?	› Direct Correlation between PL policies and Learning Forward Standards.	› KDE Regulations › Learning Forward Standards › Literature Reviews
		› What teaching methods are used to currently differentiate learning for various students?	› Increased understanding of current teaching methods used to differentiate learning.	› Surveys, PD 360
<b>Process Implementation</b>		› How would we categorize the professional learning opportunities available to educators in CIITS (targeting Gap, methods of instruction, classroom management, etc.)?	› Increased alignment between teacher needs and professional learning categories available in CIITS.	› Surveys of teacher needs › Distribution of professional learning categories.
		› Are Districts/ School Leadership able to get the resources they need to correctly assess the professional learning needs of their staff?	› Increased use of evidence discussions in the progress notes of CSIP/CDIP.	› CSIP, CDIP › SRC ›
		› Are our coaching models meeting the needs of adult learners?	› Increased alignment between teacher needs and coaching materials.	› Monthly coach reports. › Perception/customer satisfaction data. ›
		› Are Districts being intentional in the PL choices available for teachers?	›	›
<b>Fidelity Implementation</b>		› Are professional learning experiences aligned to the Kentucky Core Academic Standards?	› Increased alignment between professional learning experiences and KCAS.	› Alignment Study
		› Do professional learning experiences adequately meet the needs of teachers of students in gap groups?	› Increased agreement on items concerning professional learning meeting the needs of teachers.	› Surveys in CIITS
		› Are all professional learning experiences aligned to the professional learning standards regardless of provider?	› Increased mean scores of professional learning on the provided evaluation forms.	› CIITS. ›
<b>Progress Monitoring</b>		› Do teachers feel they are getting sufficient professional learning on closing the achievement gap?	› Increased proportion of teachers stating they received professional learning on closing the achievement gap.	› TELL Kentucky.
		› Are teachers/principals accessing professional learning modules that show them how to meet the needs of gap students?	› Increased number of professional learning modules in closing the achievement gap available in CIITS. › Increased number of educators accessing professional learning in closing the achievement gap on CIITS.	› CIITS.
		› Do districts with formal RTI plans have increased student achievement?	› Statistically significantly difference in proficiency rates between districts using RTI plans and those that are not.	› CDIP? › CIITS › SRC
		› Do districts with formal RTI plans have increased student growth percentiles?	› Statistically significantly difference in student growth percentiles between districts using RTI plans and those that are not.	› CDIP? › CIITS › SRC

<b>Outcomes</b>	› Does the Professional Learning chosen by Teachers impact teacher effectiveness scores?	› Increased scores on Professional Responsibilities in the Danielson Rubric for teachers.	› CIITS
	› Does the Professional Learning chosen by Principals impact teacher/leader effectiveness scores?	› Increased scores on VAL-ED. › Increased agreement on TELL Kentucky items dealing with Professional Learning.	› VAL-ED scores › TELL Scores
	› Does the Professional Learning chosen by Teachers impact student learning outcomes?	› Increased correlation between Domain 4 on the Danielson Rubric and Student Learning Outcomes. › Increased positive correlation between CT4GC classrooms and Student learning outcomes.	› CIITS › IC › SRC › Course Code Data
	› Does the Professional Learning chosen by Teachers impact schools/district Program Reviews/CTE Program Assessment scores?	› Increased correlation between Domain 4 on the Danielson Rubric and Program Review/CTE Program Assessment Scores.	› CIITS › Program Reviews › CTE Program Assessment Database.
	› Does Professional learning culture improve school learning and climate?	› Increased	› TELL Kentucky Survey

Delivery Chain for SGG will be updated soon

# PL&S: Assessment Literacy for SGG Delivery Chain



## Strategy 2: Human Resource Management

### Milestones for Timeline

May 2014- December 2016

#### 2014-2015

- Expand opportunities to minority Educators through MERR. Expansion, the Minority Teacher and Leaders Project and Alternate Certification/Internship routes.
- Develop a Statewide Equity Plan with input from all stakeholders.
- Develop a state wide equitable access plan (includes input from stakeholders, root causes analysis, analyzing data, and preparing plan for submission)
- Provide expanded opportunities for alternate certification (and 2015-16)
- Provide guidance for effective induction models (and 2015-16)
- Provide guidance for effective mentoring models (and 2015-16)

#### 2015-2016

- Districts develop and submit Equitable Distribution plans to KDE
- Communicate the process for districts to develop and submit plans KDE.
- Implement new teacher induction process (multiple years).
- Develop models for career pathways with performance based compensation systems.
- Provide guidance regarding the effective use of funds to address professional learning needs of teachers and leaders (must use funds to address teachers that are not highly qualified, ineffective, developing, effective – multiple years)
- Implement Consolidated Budget statewide
- Implement a new state wide equitable access plan
- Provide expanded opportunity to minority educators through MERL, MSIP, minority teachers and principals project, ALI, Next Gen Leaders (principals)

### Theory of Action

**IF** we develop and support implementation of highly effective tools for recruitment of effective diverse teachers;

**AND IF** we develop and support implementation of highly effective tools for teacher induction (new to profession or district);

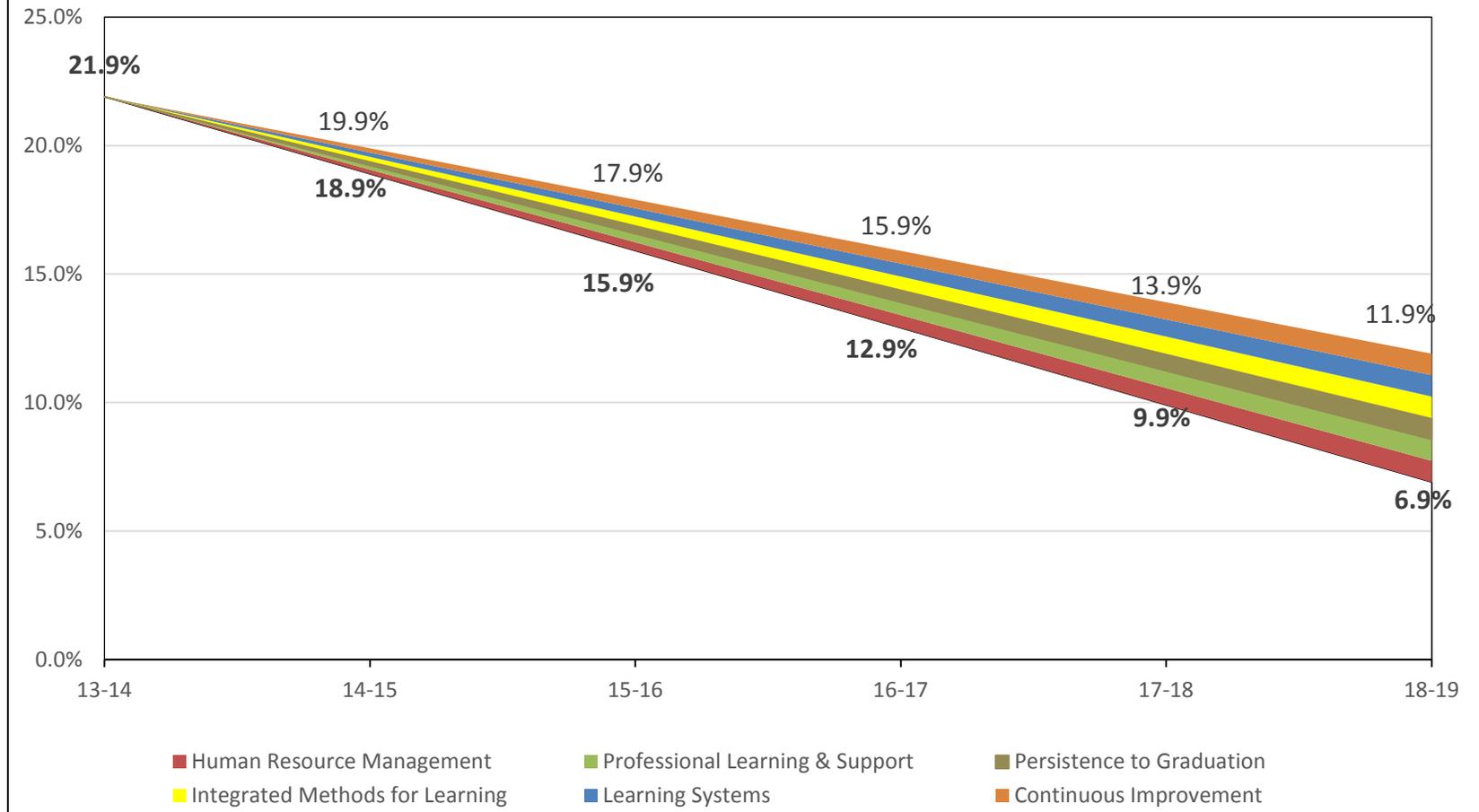
**AND IF** we develop and support implementation of highly effective tools for supporting on-going mentoring throughout a career;

**AND IF** we develop and implement educator career pathways that recognize, utilize, develop, and retain effective teachers;

**AND IF** the state equity plan supports the implementation of local plans to ensure all students have equitable access to effective teachers and leaders;

**THEN** every child will be taught by an effective teacher and every school will be led by an effective leader.

### Novice Reduction Trajectory



# Strategy Research Questions

## *Human Resource Management Indicators and Methods to Meet Evaluation Questions and Goals*

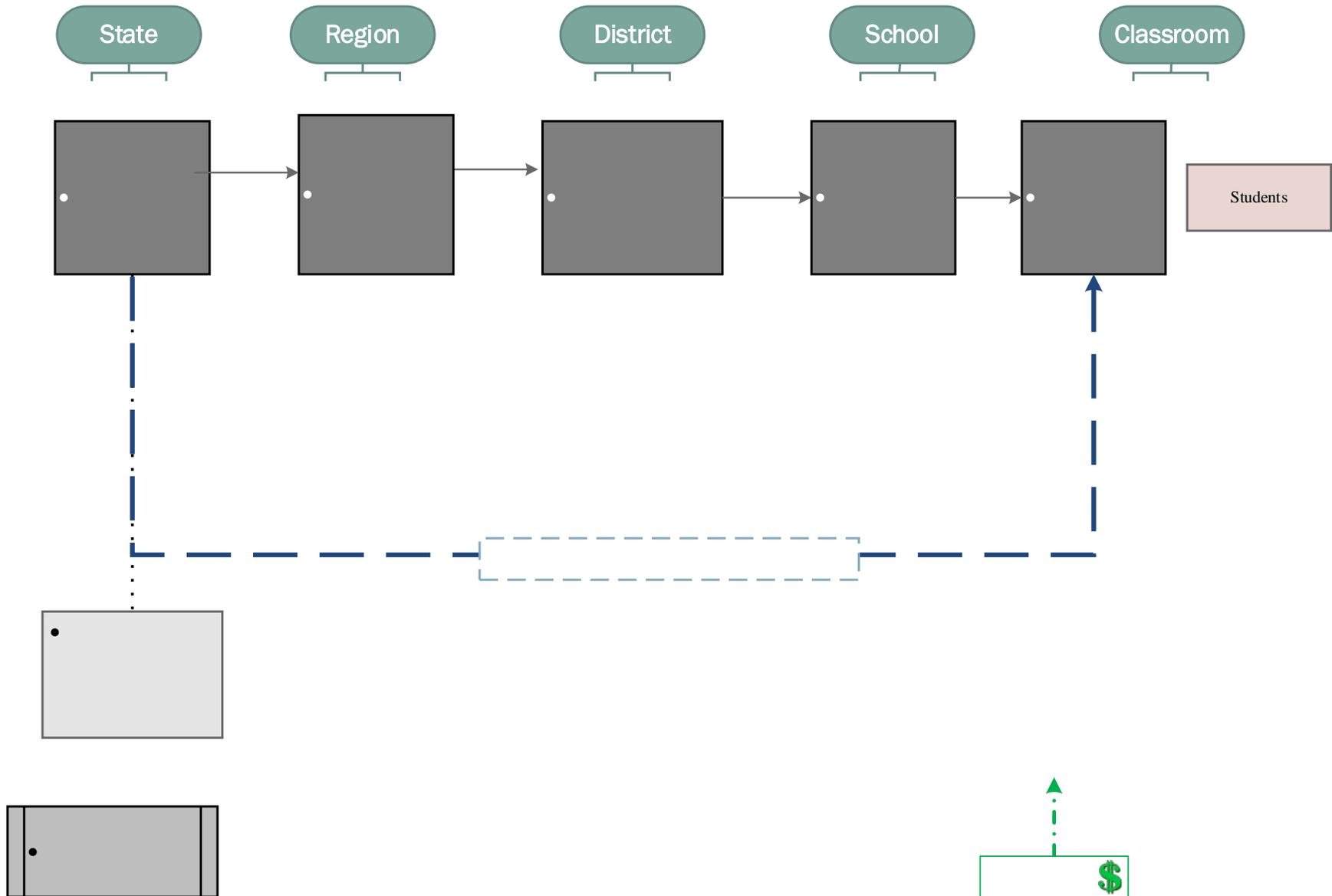
Evaluation Phase	Goal	Evaluation Questions	Performance Indicators	Data Collection Methods
<b>Development</b>	Teachers and principals	1. How do we define Equitable Distribution?	<ul style="list-style-type: none"> <li>Increased understanding of effective strategies for equitable distribution.</li> </ul>	<ul style="list-style-type: none"> <li>Federal program plans/budgets</li> <li>District and/or school policies</li> </ul>
		2. What are effective, research-based, recruitment strategies?	<ul style="list-style-type: none"> <li>Increased understanding of effective recruitment strategies.</li> </ul>	<ul style="list-style-type: none"> <li>Federal program plans/budgets</li> <li>KEPS</li> <li>MERR report</li> </ul>
		3. What are effective minority recruitment strategies?	<ul style="list-style-type: none"> <li>Increased understanding of effective recruitment strategies.</li> <li>Increased number of minority educators employed statewide.</li> <li>Decrease in the gap between minority teachers and minority students in a school and/or district.</li> </ul>	<ul style="list-style-type: none"> <li>KEPS</li> <li>MERR report</li> <li>School Report Card</li> </ul>
		4. Are the current retention strategies effective?	<ul style="list-style-type: none"> <li>Increased understanding of effective retention strategies.</li> <li>Increased positive response to TELL survey questions.</li> <li>Increased number of years that educators are employed in districts statewide.</li> </ul>	<ul style="list-style-type: none"> <li>TELL survey</li> <li>MUNIS</li> <li>MER Report</li> </ul>
		5. What does research say are effective induction strategies?	<ul style="list-style-type: none"> <li>Increased understanding of effective induction strategies.</li> <li>Increased response to TELL survey questions for new teacher supports.</li> <li>Increase in the number of years educators are employed in the district and statewide.</li> </ul>	<ul style="list-style-type: none"> <li>TELL survey</li> <li>School Report Card</li> <li>MUNIS</li> </ul>
		6. Are current career pathways for educators sufficient, effective and aligned with performance-based compensation systems?	<ul style="list-style-type: none"> <li>Increase in the understanding of implementing career pathways aligned with performance-based compensation systems.</li> </ul>	<ul style="list-style-type: none"> <li>CDIP</li> <li>Survey</li> <li>Program budgets</li> </ul>
<b>Process Implementation</b>	Teachers and principals	1. Are districts receiving the proper guidance in creating their <b>equitable distribution</b> plans?	<ul style="list-style-type: none"> <li>Increase in use of funds (Title I, Title II, general funds, School Improvement Grant) to implement strategies to ensure equitable distribution.</li> <li>Increased proportion of districts using guidance documents and toolkits provided by KDE.</li> <li>Increased number of districts that develop and implement equitable distribution policies and procedures.</li> </ul>	<ul style="list-style-type: none"> <li>Federal program plans/budgets</li> <li>Priority and focus school plans</li> <li>CDIP</li> <li>CSIP</li> <li>MERR recruitment plans(KEPS)</li> <li>Consolidated Statewide Monitoring</li> </ul>
		2. Are districts receiving the proper guidance in developing their recruitment plans? Are districts receiving the proper guidance in developing their retention policies?	<ul style="list-style-type: none"> <li>Increased proportion of districts developing and implementing policies and procedures for the recruitment of effective teachers.</li> <li>Increased proportion of districts developing and implementing policies and procedures for the retention of effective teachers.</li> <li>Decrease in the number of unfilled positions and/or positions filled with non-Highly Qualified Teachers.</li> </ul>	<ul style="list-style-type: none"> <li>Title II budget</li> <li>HQT data</li> <li>Effectiveness data</li> </ul>

		3. Are districts receiving the proper guidance in implementing induction strategies?	<ul style="list-style-type: none"> <li>Increased percentage of “accomplished” teachers.</li> <li>Increase in the number of National Board Certified Teachers.</li> <li>Increase in the number of districts implementing induction strategies.</li> </ul>	<ul style="list-style-type: none"> <li>Consolidated Statewide Monitoring (review PD plan)</li> <li>Priority and Focus school plans?</li> <li>Survey</li> </ul>
		4. Are districts receiving guidance on the development of career pathways aligned with performance based compensation systems?	<ul style="list-style-type: none"> <li>Increase in the number of districts implementing career pathways aligned with performance based compensation systems.</li> </ul>	<ul style="list-style-type: none"> <li>Federal program plans</li> </ul>
<b>Fidelity Implementation</b>	Teachers and principals	1. Do gap population students have equitable access to effective teachers based on individual student needs and teacher strengths?	<ul style="list-style-type: none"> <li>Increased proportion of gap students served by effective teachers in all of their classes.</li> </ul>	<ul style="list-style-type: none"> <li>CIITS</li> <li>Infinite Campus</li> </ul>
		2. Are districts creating equitable distribution plans?	<ul style="list-style-type: none"> <li>Increase in the number of districts implementing Equitable Distribution plans.</li> </ul>	<ul style="list-style-type: none"> <li>Federal program plans</li> </ul>
		3. Are districts implementing effective minority recruitment plans?	<ul style="list-style-type: none"> <li>Increase percentage of effective and diverse teachers.</li> </ul>	<ul style="list-style-type: none"> <li>KEPS</li> <li>EPSB data</li> <li>School Report Card</li> </ul>
		4. Are districts implementing career pathways for educators?	<ul style="list-style-type: none"> <li>Increase in the number of districts implementing career pathways.</li> </ul>	<ul style="list-style-type: none"> <li>KEPS</li> <li>PGES data</li> <li>MUNIS</li> </ul>
		5. Are districts implementing career pathways aligned with performance based compensation systems?	<ul style="list-style-type: none"> <li>Increase in the number of career pathways aligned with performance based compensation systems.</li> </ul>	<ul style="list-style-type: none"> <li>PGES data</li> <li>MUNIS</li> </ul>
		6. Are districts implementing recruitment plans?	<ul style="list-style-type: none"> <li>Low to zero number of positions left unfilled by highly qualified teachers.</li> </ul>	<ul style="list-style-type: none"> <li>KEPS</li> </ul>
<b>Progress Monitoring</b>	Teachers and principals	1. Has the number of effective teachers/leaders increased statewide?	<ul style="list-style-type: none"> <li>Increased percentage of effective teachers/leaders.</li> </ul>	<ul style="list-style-type: none"> <li>PGES data</li> </ul>
		2. Has the number of highly qualified and/or effective minority educators increased statewide?	<ul style="list-style-type: none"> <li>Increased percentage of minority educators who are highly qualified and/or effective statewide.</li> </ul>	<ul style="list-style-type: none"> <li>PGES</li> <li>School Report Card</li> </ul>
		3. Has the number minority superintendents increased statewide?	<ul style="list-style-type: none"> <li>Increased number of minority superintendents statewide.</li> </ul>	<ul style="list-style-type: none"> <li>MUNIS</li> <li>KEPS</li> </ul>
		4. Do districts have a larger pool of qualified teachers applying for positions?	<ul style="list-style-type: none"> <li>Increased number of highly qualified applicants for vacant positions.</li> </ul>	<ul style="list-style-type: none"> <li>KEPS</li> </ul>
		5. Is there an increase in the equitable distribution of effective	<ul style="list-style-type: none"> <li>Increase in the distribution of effective teachers and leaders across schools and districts statewide.</li> </ul>	<ul style="list-style-type: none"> <li>Gap data</li> <li>PGES</li> </ul>

		teachers/leaders across schools and districts statewide?		
		6. Have districts implemented career pathways aligned with performance-based compensation systems?	<ul style="list-style-type: none"> <li>Increase in the number of districts that have implemented career pathways for educators aligned with performance-based compensation systems.</li> </ul>	<ul style="list-style-type: none"> <li>KEPS</li> </ul>
<b>Outcomes</b>	Teachers and principals	1. Does equitably distributing educators lead to higher student outcomes?	<ul style="list-style-type: none"> <li>Positive correlation between enactment of equitable distribution policies and student outcomes.</li> </ul>	<ul style="list-style-type: none"> <li>Equitable Distribution Plans</li> <li>School Report Card</li> </ul>
		2. Does number of years' experience equal higher student outcomes?	<ul style="list-style-type: none"> <li>Positive correlation between the average years of experience and student outcomes.</li> </ul>	<ul style="list-style-type: none"> <li>Test scores</li> <li>MUNIS</li> </ul>
		3. Are we retaining effective teachers as a result of implementing career pathways with performance-based compensation systems?	<ul style="list-style-type: none"> <li>Positive correlation between effective teachers and those schools and districts implementing career pathways.</li> </ul>	<ul style="list-style-type: none"> <li>PGES</li> <li>Survey</li> <li>CDIP/CSIP</li> <li>MUNIS</li> </ul>
		4. Do extended induction programs result in an increase in effective teachers?	<ul style="list-style-type: none"> <li>Positive correlation between extended induction and effective teachers.</li> </ul>	<ul style="list-style-type: none"> <li>PGES</li> <li>TELL survey</li> </ul>
		5. Do extended induction programs result in an increase in the retention of teachers?	<ul style="list-style-type: none"> <li>Positive correlation between extended induction and teacher retention.</li> </ul>	<ul style="list-style-type: none"> <li>MUNIS</li> </ul>
		6. Do increased numbers of minority educators result in an increase in student growth scores?	<ul style="list-style-type: none"> <li>Positive correlation in proportion of minority educators and student growth scores.</li> </ul>	<ul style="list-style-type: none"> <li>MUNIS</li> <li>Gap data</li> <li>Test scores</li> </ul>

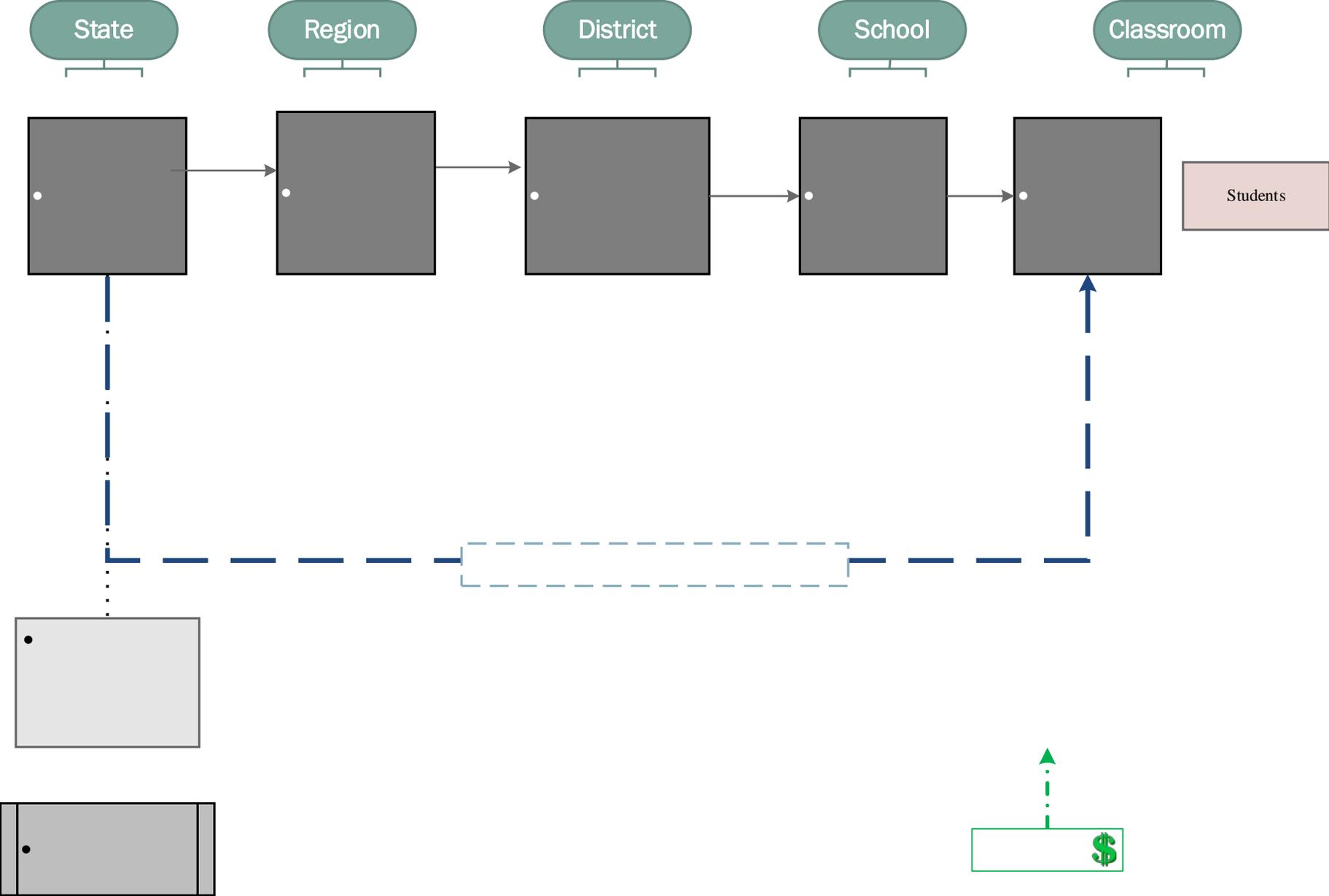
Delivery Chain for Educator Career Pathways will be updated soon

# Human Resource Management: Educator Career Pathways Delivery Chain



Delivery Chain for Equity Plan will be updated soon

# Human Resource Management: Equity Plan Delivery Chain



# RISKS/MITIGATIONS

	<b>RISKS</b>	<b>MITIGATIONS</b>
<b>Relationships</b>	<p>Teachers and Collective Bargaining units may resist teacher placement decisions that are based on student need rather than the desires of the adults.</p> <p>Cooperatives may not have the capacity to assist.</p> <p>Stakeholder groups outside KDE will need to be closely involved.</p> <p>Coalition partnership may not remain constant due changes in their staff, i.e. changing jobs.</p>	<p>Include KEA, JCTA, and other collective bargaining units in the development and/or implementation of PGES.</p> <p>Instead of using cooperatives, work with districts directly.</p> <p>Establish a communication plan.</p> <p>Maintain updated contact information and ask members to suggest replacements if they leave.</p>
<b>Complexity</b>	<p>Overlapping roles among strategies will involve multiple partners within various KDE offices.</p>	<p>Cross-functional teamwork will be necessary.</p>
<b>Funding</b>	<p>Sustained funding.</p> <p>Changing the mindset of districts from using funds for salaries to using funds for recruitment and retention efforts and investing in individual and organization improvement.</p>	<p>Continue to find outside sources for assistance such as Bill and Melinda Gates Foundation.</p> <p>Change in Title II, Part A guidance for using funds for class size reduction rather than investing in current staff development and recruitment/retention of accomplished staff.</p>
<b>Feedback Loops</b>	<p>Schools and education recovery staff in districts with focus and priority schools as potentially the first schools to develop and implement strategies to achieve equitable distribution through human capital management.</p>	<p>Work with District 180 staff to determine how they plan to use their effectiveness data to make placement decisions (equitable distribution).</p>
<b>Choke Points</b>	<p>Districts continuing to use funds for class size reduction.</p>	<p>Developing results-based criteria for using funds for class size reduction.</p>