MEMORANDUM

To: Dr. Holliday
From: Karen Dodd, Commissioner's Delivery Unit
Date: January 22, 2013
Subject: Next Generation Professionals Stocktake Summary

OVERVIEW

Although we are not baselining the goals for this plan until 2014-15, it is essential that the field tests and statewide pilots be well planned and executed in a timely manner so that we are in a solid position to implement statewide in 2014-15. Likewise, Human Capital Management and Professional Learning & Support will be the strategies that move the needle after we baseline; therefore, ensuring that they are truly reform strategies and that they will be able to make significant impact as quickly as possible requires that the upfront planning of these strategies be well thought out and fully articulated. Text highlighted in yellow below are action items on which the Commissioner's Delivery Unit will follow-up.

OVERALL LIKELIHOOD OF DELIVERY

Strategy	Sept '12	Nov '12	Jan '13
Professional Growth & Effectiveness (Teachers)	🟡	🟡	🟢
Professional Growth & Effectiveness (Principals)	🔴	🔴	🟡
Educator Development Suite (EDS)	🟢	🟡	🟢
Human Capital Management	🟢	🟡	🟡
Professional Learning & Support	🔴	🔴	🔴
TELL Kentucky and the Use of Data	🟢	🟢	🟢

STOCKTAKE SUMMARY

Trajectories:

Dr. Holliday suggested that for the trajectory for teachers we plug in the Race to the Top metrics. This would set the baseline at about 80% effective and a goal of 90% effective. We will then re-baseline in 2014/15. The Commissioner's Delivery Unit (CDU) will make this change.

Strategies Discussion:

Professional Growth & Effectiveness (Teachers)

- Bart will send Dr. Holliday the research plan which consists of how and when we collect and analyze data.
- The PGES preliminary report is going to the steering committee this week. Date for final report has not yet been determined.

- It is critical that we have teacher of record before testing.

Professional Growth & Effectiveness (Principals) – Budget and Scope are Unclear

- Data is currently being collected through multiple sources. Having all data collected in CIITS as the authoritative source would require several million dollars to implement. Dr. Holliday directed that all data from current sources should be pulled into CIITS in a way that it can be analyzed together.
- Target March 1 for research plan to be complete. (CDU)

Human Capital Management – Scope is still developing

- Dr. Holliday gave direction to add superintendents into this strategy.
    - Need to sunset all current superintendent plans
        - KASA needs to help with timeline
    - New plans to include student outcomes and fiscal targets
        - Must be in writing to KDE and transparent to public (we must set standards and approve)
- Use Title II measures.
- OEA is doing research on superintendent plans.
- Research question: What is the correlation between superintendent's rating against delivery targets and student outcomes?

Professional Learning & Support – Scope, Schedule and Budget are Unclear

- Dr. Holliday stated that funding needs to come from Title funds. Felicia will bring up discussion in next Planning Committee meeting (1/28).
- Felicia will be the guest blogger to push the use of PD360. The blog will be coordinated with when the bills go out.
- Dr. Holliday will include in his links to superintendents.

Findings from Focus Groups:

- We need to share the questions that are on the student voice survey. Todd will figure out the best way to do this.
- KEA and the Pritchard Committee endorse the Hope Street Group. We expect the Hope Street Group will get the word out about the multiple measures. We will need an MOU with Hope Street to ensure confidentiality of the data.
- We need to be prepared in February in case there is no law/regulation.
    - Recommend multiple observers and multiple observations

TPGES Decisions Made:

- Students have the capability of taking student voice survey at home. As of now, only the surveys taken in school are valid.

- Dr. Holliday asked that two or three districts be granted open access so that we can see the difference. i.e. will participation jump when students can take survey at home?