10/2/13
MAM

Steven L. Beshear
Governor

Terry Holliday, Ph.D.
Commissioner of Education

EDUCATION AND WORKFORCE DEVELOPMENT CABINET
DEPARTMENT OF EDUCATION

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MEMORANDUM

TO: The Kentucky Board of Education
FROM: Terry Holliday
RE: Annual Commissioner's Self-Evaluation – Results for 2012-13 Goals
DATE: October 1, 2013

I wish to express to the members of the Kentucky Board of Education (KBE) my appreciation for your continued support and encouragement. Kentucky continues to be recognized by many as a leader in education progress and reform.

As is customary, I am providing the board with my self-evaluation data based on the results to the 2012-13 goals upon which we agreed. The data in response to each goal appears below in ***red italics***.

I look forward to discussing these results with you as part of the October 8, 2013 Kentucky Board of Education meeting.

Results for 2012-13 Commissioner of Education's Goals

Relationship Building and Communication

- KDE will provide schools and districts with testing information as required by Senate Bill 1 within 75 days of test administration (close to August 1). – ***Response: Individual test scores were returned to schools/districts on August 2, 2013.***
- The commissioner will meet quarterly with education stakeholder groups through the Unbridled Learning Coalition to receive feedback on the implementation of the accountability model. – ***Response: The next meeting of the Unbridled Learning Coalition will occur on November 19, 2013. Past meetings that have occurred since October 2012 are August 13, 2013; May 21, 2013; and February 4, 2013. The commissioner has participated in all of these meetings.***
- By January 30, 2013, the commissioner will have personally visited every school district in Kentucky. – ***Response: The visits to the last two school districts occurred on January 15, 2013.***
- The commissioner will visit each education cooperative and participate in a question and answer session with these superintendents at least one time per year. – ***Response: The commissioner visited and conducted an interactive session with each education cooperative during February through September 2013.***
- Satisfactory and above annual ratings on the Kentucky Department of Education (KDE) customer satisfaction survey will meet or exceed 75%. – ***Response: The survey was available for six weeks through e-mail and 485 respondents participated. All questions received an annual rating above 75%. 86.6% indicated a response was received within 24 hours; 80.3% indicated the response addressed their need; 83% had no concerns about the accuracy of the response and 95.9% indicated their interaction was handled in a professional manner.***

- Satisfactory ratings on the commissioner's KDE 360 survey will meet or exceed 85%. – ***Response: The commissioner's KDE 360 survey was made available to all KDE staff via e-mail from September 4 – September 20, 2013. 276 respondents participated in the survey and ratings on all but one of the indicators exceeded 85%. The breakdown of the results was as follows: The Commissioner makes decisions in the best interest of Kentucky children. (94.6% agreed); The Commissioner exhibits visionary leadership. (94.5% agreed); The Commissioner provides clear direction and measurable goals. (97.8% agreed); The Commissioner improves internal communication to ensure integrated and cross-functional understanding of KDE's work. (87.1% agreed); and The Commissioner respects and listens to all levels of employees. (82.9% agreed)***
- The commissioner will meet with key editorial boards to communicate the results from the Unbridled Learning accountability model. – ***The commissioner met with editorial boards from papers in Louisville, Lexington, Cincinnati, Ashland, Pikeville, Owensboro, Henderson, and Paducah. Several op-eds were published across the state.***
- The commissioner will continue use of social media and monthly superintendents' webcasts to improve relationships and communication with local superintendents. – ***Response: The commissioner has continued use of social media and monthly superintendent webcasts over the past year to improve relationships and communications with local superintendents. In addition, the commissioner held a face-to-face Superintendents' Summit on September 5, and continues co-op visits, the Fast Five on Friday and Monday E-mail communications and weekly blog posts. A chief of staff, Dr. Tommy Floyd, was also hired this summer to assist in communicating directly with superintendents and meeting their needs.***
- The commissioner will meet individually or in small groups with members of the Interim Joint Committee on Education to build relationships and communicate the KBE legislative priorities and support legislation proposed by legislators that is aligned with the KBE goals and priorities. – ***Response: The commissioner met with all members of the Interim Joint Committee on Education.***
- KDE will follow-up on the areas showing a need for improvement on the Gates Communication Survey. ***Response: Gates did not provide comparative data for this purpose.***

Strategic Plan

We are now moving from a focus on process and tool development to a focus on results. Board members will be able to monitor strategies through the Co-Pilot tool and will receive updates on each strategic priority twice a year after KDE conducts the stocktake for the delivery plan for each KBE goal.

Next Generation Learners

Objectives

- All students will perform at or above proficiency and show continuous improvement (achievement/growth).
- All students will succeed (gap closure).
- Every student will graduate from high school (graduation).
- Every student will graduate from high school college/career ready (readiness).

Indicators for 2011-12

- The graduation rate (AFGR) reported in 2013 will meet or exceed 82%. – ***Response: The cohort graduation rate reported this year was 86%.***
- The college/career readiness rate reported for the class of 2013 will meet or exceed 49% - ***Response: The CCR rate for 2013 was 54%.***
- The proficiency rate reported in 2013 will meet or exceed 50.5%. – ***Response: The proficiency rate reported in 2013 was 45.9%.***
- The achievement gap rate reported in 2013 will meet or exceed 37%. – ***Response: The achievement gap rate reported in 2013 was 34.9%.***

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Next Generation Professionals

Objectives

- Every student will be taught by an effective teacher.
- Every school will be led by an effective leader.

Indicators

- Baseline data will be gathered in 2012-13 during the field test of the Professional Growth and Effectiveness System (PGES) with 54 districts. After the statewide pilot in 2013-14, the system will be in place for 2014-15. A 2020 goal and annual targets will be established to increase the percentage of effective teachers and leaders in Kentucky schools in October 2014. – ***Response: KDE is applying for flexibility that has been offered by the U.S. Department of Education (USED) so that the timeline for using PGES for personnel decisions and state accountability would be delayed. The waiver request is due to USED by October 31. With this flexibility, 2013-14 would be a statewide pilot in all school districts within a specified number of schools; 2014-15 would be statewide implementation of PGES in all schools and districts without use for personnel decisions or state accountability and 2015-16 would be statewide implementation of PGES in all schools and districts for use in personnel decisions and state accountability.***

Next Generation Support Systems

Objective

- Data will be used to inform decision making as well as teaching and learning.

Indicators

- By 2013, all domains of the TELL KY Survey will receive a 3.0 or better rating from participants. – ***Response: The New Teacher Center has suggested that this goal be reworded. The commissioner will explain this during his evaluation discussion with the board.***
- A goal for the percentage of schools and districts that are proficient or distinguished on Kentucky program reviews in arts/humanities, writing, and health/practical living will be established in August 2013. – ***Response: These goals have now been set as follows. The number of proficient/distinguished schools on the Kentucky program reviews will increase from 2013 to 2014 as follows: arts/humanities 395 in 2013 to 475 in 2014; health/practical living 365 in 2013 to 448 in 2014; and writing 424 in 2013 to 501 in 2014. The number of proficient/distinguished districts on the Kentucky program reviews will increase from 2013 to 2014 as follows: arts/humanities 44 in 2013 to 57 in 2014; health/practical living 34 in 2013 to 48 in 2014; and writing 44 in 2013 to 57 in 2014.***
- KDE will meet or exceed all Race to the Top (RTTT) goals for the Continuous Instructional Improvement Technology System (CIITS) (curriculum and instructional development, classroom assessments and reporting, and the Educator Development Suite). – ***Response: See the charts found below for these results:***

(B)(3) Performance Measures	GOAL End of SY 2012-2013	ACTUAL End of 2012-2013
Percentage of participating LEAs who create and publish aligned curriculum maps through the Continuous Instructional Improvement Technology System (CIITS).	**50%**	**41%***
Percentage of teachers in participating LEAs who create and publish lesson plans through the Continuous Instructional Improvement Technology System (CIITS).	**20%**	**41%**

In new AdvanceKentucky schools, the percent of students making a 3 or higher (qualifying score) on AP exams.	40%	31%
The percentage of students at new AdvanceKentucky schools participating in AP courses.	50%	41%

*** Actual creation of curriculum maps is 55%; however, many were still in draft form and therefore can't be counted as "published" yet.**

(C)(3)Performance Measures	GOAL End of SY 2012-2013	ACTUAL End of 2012-2013
Percentage of educators in participating LEAs who have used the Assess Admin module to create assessments	25%	32%
Percentage of educators in participating LEAs who have used the School & District Data module to view key performance indicators to create reports to make decisions impacting classroom teaching and learning.	25%	33%

(D)(5) Performance Measures	GOAL End of SY 2012-2013	ACTUAL End of SY 2012-2013
The percentage of educators in participating LEAs who participated in formal on-line or face to face professional learning experiences on the use of the Continuous Instructional Improvement Technology System (CIITS) to increase their knowledge of how to implement highly effective teaching and learning in the classroom	30%	42%
Percentage of educators in participating LEAs accessing professional learning opportunities through the professional development arm of EDS. As evidenced in the at least annual review of each teacher's professional growth plan.	25%	35%
Percentage of teachers in participating LEAs who were evaluated as exemplary under the common statewide evaluation system.	N/A	N/A
Percentage of teachers in participating LEAs who were evaluated as accomplished or developing under the common statewide evaluation system.	N/A	N/A
Percentage of teachers in participating LEAs who were evaluated as ineffective under the common statewide evaluation system.	N/A	N/A

- The percentage of districts utilizing the Persistence to Graduation tool will increase from 43% to 58%. – ***Response: According to data from the KDE Division of Enterprise Data staff, 91% of districts have utilized the Persistence to Graduation tool.***

Next Generation Schools and Districts

Objective

- All schools and districts will be effective.

Indicators

- The percentage of proficient and distinguished schools and districts will increase from 30% to 35%. – ***Response: The percentage of proficient/distinguished schools in 2012 was 31% and was 39.6% in 2013. The percentage of proficient/distinguished districts in 2012 was 30% and was 48.3% in 2013.***
- Priority Schools will improve student learning outcomes and meet their Annual Measureable Objective (AMO) as established by the Unbridled Learning accountability model. – ***Response: 36 of 41 Priority Schools met their Annual Measurable Objective (AMO) as established by the Unbridled Learning accountability model. Six Priority Schools were classified as Distinguished, seven Priority Schools were classified as Proficient, 13 Priority Schools were classified as Needs Improvement/Progressing, and 15 Priority Schools were classified as Needs Improvement.***

  Note: Monticello Independent merged with Wayne County and it will not be considered a Priority School for the 2013-14 school year. Thus, considering this fact, 35 of 40 Priority Schools met their AMO and 14 Priority Schools were classified as Needs Improvement.

Strategic Process Development for KDE Support and Guiding Processes

Objective

- The effectiveness and efficiency of KDE support and guiding processes will improve.
- Requirements from federal and state authorities will be implemented.

Indicators

- A minimum of 20 best practices will be posted to the KDE website by August 2013. – ***Response: KDE has a total of 36 best practices on the website that are approved.***
- 173 of 174 districts will have MUNIS on cloud computing by September 30, 2013. – ***Response: The MUNIS cloud service was in place for 173 districts in January 2013. The Jefferson County School District is the only remaining district that does not have cloud computing but the district has indicated to KDE that it intends to transition as well; however, no specific date for the transition has been provided to KDE by JCPS. (Note: these figures are based upon the period of time before Monticello Independent merged with Wayne County.)***
- A plan to complete integration of career and technical education (CTE) programs in Kentucky within KDE will be in place by February 1, 2013. – ***Response: A twelve-member CTE Advisory Committee was formed and met for the first time on January 30, 2013. The committee established the following goals for career and technical education in Kentucky:***
  - ***The merger of the College and Career Readiness Branch and the Office of Career and Technical Education (HB 207, related to the reorganization passed both chambers, and the new Office of Career and Technical Education was established on June 26, 2013.)***
  - ***A common curriculum for all CTE programs throughout the Commonwealth that integrates academic and technical skills (A merger of the two curriculums that align technical competencies with the Kentucky Core Academic Standards & 21st century skills will be completed by December 2013.)***
  - ***Implementation of more career pathways that align with Kentucky's sector strategy work (Four regional workshops, related to career pathway development and implementation, were conducted by***

the Office of Career and Technical Education. Eighty-five districts were represented at the four workshops.)

- ***Increasing the number of students reaching college and career readiness (The CCR rate increased from 48% in 2012 to 54% in 2014; approximately 1,200 more students achieved career ready status in 2013.)***
- ***Seeking additional funding for new CTE programs and equipment (The KDE budget proposal for the 2014-2016 biennium identifies CTE as a priority.)***
- ***Creating a model CTE program where students achieve CCR status and obtain college credit that allows for a smooth transition from high school to postsecondary training (Discussions have begun among KDE, local school districts, an ATC principal, and KCTCS regarding the creation of a Technical High School/Early Technical College.)***

- Attendance at Council of Chief State School Officer events and contacts with Kentucky's national congressional delegation will occur. – ***Response: The following CCSSO events were attended by the commissioner: Nov. 14-17, 2012, CCSSO Annual Policy Forum; Jan. 11-12, 2013, CCSSO Board of Directors Meeting; Mar. 16-19, 2013, CCSSO Legislative Conference and July 20-23, 2013, CCSSO Summer Institute. Additionally, the commissioner met with Sen. Rand Paul and Rep. John Yarmuth on March 19, 2013, Senator Mitch McConnell on April 9, 2013 and Rep. Hal Rogers' chief of staff on April 8, 2013.***
- KDE will meet all requirements for continuing ESEA waiver and Race to the Top. – ***Response: To date, KDE has met all reporting requirements for the ESEA waiver. In the U.S. Department of Education's Part A monitoring for the ESEA waiver, no follow-up steps were issued for Kentucky. Part B monitoring has been completed by USED and KDE is awaiting the results. The exit conference for Part B monitoring was scheduled to occur via phone on October 2; however, due to the federal government shutdown, it had to be cancelled and will be rescheduled. As far as applying to continue the ESEA waiver, KDE will notify USED that Kentucky's request will be submitted in their Phase C window (Feb. 12-21, 2014).***

  For Race to the Top, KDE has met all of its reporting requirements. USED Race to the Top staff recently completed Kentucky's second on-site monitoring visit and all requirements were met.