MEMORANDUM

TO: **The Kentucky Board of Education**
FROM: **Terry Holliday**
RE: **Annual Commissioner's Evaluation -- Goals for 2013-14**
DATE: **November 22, 2013**

I wish to express to the members of the Kentucky Board of Education (KBE) my appreciation for your continued support and encouragement. Kentucky is recognized by many as a leader in education progress and reform. However, in order to ensure the future of the children in the Commonwealth, we must continue to improve student outcomes. I firmly believe that the Unbridled Learning strategic plan, if well deployed, will result in outstanding gains in student outcomes. Based on your feedback during the October 2013 evaluation process, I have worked with the Kentucky Department of Education (KDE) Planning Committee to incorporate your suggestions into the goals, strategies and indicators for the 2013-14 commissioner's evaluation process. Those are reflected below.

Relationship Building and Communication

Indicators
• 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).
• The commissioner will meet quarterly with education stakeholder groups through the Unbridled Learning Coalition to receive feedback on the implementation of the accountability model.
• The commissioner will visit each education cooperative and participate in a question and answer session with these superintendents at least one time per year.
• Satisfactory and above annual ratings on the Kentucky Department of Education (KDE) customer satisfaction survey will meet or exceed 75%.
• Satisfactory ratings on the commissioner's KDE 360 survey will meet or exceed 85%. The commissioner will develop specific strategies and actions to address two key questions: *The Commissioner improves internal communication to ensure integrated and cross-functional understanding of KDE's work and the Commissioner respects and listens to all levels of employees.*
• The commissioner will meet with key editorial boards to focus on school funding needs prior to or during the 2014 legislative session.
• The commissioner will continue use of social media and monthly superintendents' webcasts to improve relationships and communication with local superintendents and conduct an annual superintendents' summit.

- The commissioner will meet individually or in small groups with members of the House/Senate Education Committees to build relationships and communicate the KBE legislative priorities and will support legislation proposed by legislators that is aligned with the KBE goals and priorities.

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

- The cohort graduation rate reported in 2014 will meet or exceed 87.4%.
- The college/career readiness rate reported for the class of 2014 will meet or exceed 58%.
- The proficiency rate for grades 3-8 reported in 2014 will meet or exceed 55%.
- The proficiency rate for the non-duplicated gap group, grades 3-12, reported in 2014 will meet or exceed 42%.
- The kindergarten readiness rate reported in Fall 2014 will meet or exceed 57.5%.
- The 3rd grade proficiency rate reported in 2014 will meet or exceed 56.9%.

Next Generation Professionals

Objectives

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

Indicators

- KDE and the Teacher Effectiveness Steering Committee will propose a regulation to include a summative model for teacher evaluation no later than the February 2014 KBE meeting.
- KDE and the Principal Effectiveness Steering Committee will propose a regulation to include a summative model for principal evaluation no later than the February 2014 KBE meeting.
- KDE and the Superintendent Effectiveness Steering Committee will propose a regulation to include a summative model for superintendent evaluation no later than the April 2014 KBE meeting.

Next Generation Support Systems

Objective

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

Indicators

- The proficiency rate for arts/humanities program reviews (elementary, middle and high combined) will meet or exceed 38.4%.
- The proficiency rate for practical living program reviews (elementary, middle and high combined) will meet or exceed 37.5%.
- The proficiency rate for writing program reviews (elementary, middle and high combined) will meet or exceed 40.9%.

- 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).
- A system to track interventions required by state statute and KBE regulations will be implemented in Infinite Campus by Fall 2014 for all schools and districts. An analysis of the effectiveness of certain interventions will be presented to KBE by the December 2014 KBE meeting.

Next Generation Schools and Districts

Objective

- All schools and districts will be effective.

Indicators

- The percentage of proficient and distinguished districts reported in 2014 will meet or exceed 44%.
- The percentage of proficient and distinguished schools reported in 2014 will meet or exceed 44.8%.
- 100% of Priority Schools will improve student learning outcomes and meet their Annual Measureable Objective (AMO) as established by the Unbridled Learning accountability model.
- 100% of Focus Schools/Districts will improve student learning outcomes and meet their Annual Measureable Objective (AMO) as established by the Unbridled Learning accountability model.

Strategic Process Development for KDE Support and Guiding Processes

Objectives

- 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 50 best practices will be posted to the KDE website by August 2014.
- KDE and KASA will successfully implement the North Star (effectiveness and efficiency project) with 10 school districts and report on progress by October 2013 to the KBE.
- The Southern Regional Education Board will complete a needs assessment of Career and Technical Education and present recommendations to integrate and elevate career and technical centers (local and state) prior to the 2014 legislative session.
- Attendance at Council of Chief State School Officer events and contacts with Kentucky's national congressional delegation will occur.
- KDE will obtain an extension of the NCLB waiver.