

AN ACT relating to educator effectiveness and evaluation.

Be it enacted by the General Assembly of the Commonwealth of Kentucky:

➔ Section 1. KRS 156.557 is amended to read as follows:

(1) *As used in this section:*

(a) *"Formative evaluation" means a continuous cycle of collecting evaluation information and providing feedback with suggestions regarding the certified employee's professional growth and performance;*

(b) *"Local formative growth measures" means local growth measures that are reliable, valid, and comparable across schools in a local district; and*

(c) *"Summative evaluation" means the summary of, and conclusions from, the evaluation data, including formative evaluation data that:*

1. Occur at the end of an evaluation cycle; and

2. Include a conference between the evaluator and the evaluated certified employee and a written evaluation report.

(2) *Prior to the beginning of the 2014-2015 school year, the Kentucky Department of Education, in consultation with the Kentucky teacher and principal steering committees and other groups deemed appropriate by the commissioner of education, shall develop a framework for a statewide personnel evaluation system.* The Kentucky Board of Education shall *promulgate administrative regulations to* establish *a* statewide *professional growth and effectiveness system* *to*~~[standards for evaluation and]~~ *support*~~[for improving]~~ the performance of all certified school personnel. *The system shall promote the continuous professional growth and development of skills needed to be a highly effective teacher or a highly effective administrator in a school or district. The Kentucky Board of Education is encouraged to include parent surveys as a source of data once a valid and reliable survey tool becomes available for this purpose.*

(3) *The professional growth and effectiveness system shall:*

- (a) Use multiple measures of effectiveness, including student growth data that utilizes both state standardized tests and local formative growth measures that are rigorous and comparable across schools in a local district;
- (b) Include both formative and summative evaluation components;
- (c) Measure professional effectiveness;
- (d) Support professional growth;
- (e) Have at least three (3) performance levels;
- (f) Be used to inform personnel decisions;
- (g) Be considerate of the time requirements of evaluators at the local level and shall not require that all certified school personnel have a formal summative evaluation each year;
- (h) Rate teachers or administrators by multiple measures instead of a single measure; and
- (i) Utilize student growth as a significant factor in determining the effectiveness of teachers and administrators.

~~(4)(2)~~ The performance criteria ~~by~~ which teachers and administrators shall be evaluated shall include~~;~~ but not be limited to:

- (a) Performance of professional responsibilities related to his or her assignment, including attendance and punctuality and evaluating results;
- (b) Demonstration of effective planning of curricula, classroom instruction, and classroom management, based on research-based instructional practices, or school management skills based on validated managerial practices;
- (c) Demonstration of knowledge and understanding of subject matter content or administrative functions and effective leadership techniques;
- (d) Promotion and incorporation of instructional strategies or management techniques that are fair and respect diversity and individual differences including student growth;

- (e) Demonstration of effective interpersonal, communication, and collaboration skills among peers, students, parents, and others;
- (f) Performance of duties consistent with the goals for Kentucky students and mission of the school, the local community, laws, and administrative regulations;
- (g) Demonstration of the effective use of resources, including technology;
- (h) Demonstration of professional growth;
- (i) Adherence to the professional code of ethics; and
- (j) Attainment of the teacher standards or the administrator standards as established by the Education Professional Standards Board that are not referenced in paragraphs (a) to (i) of this subsection.

~~(5)(3)~~ The *following provisions shall apply to the statewide professional growth and effectiveness system*~~[certified employee evaluation programs shall contain the following provisions]:~~

- (a) ~~[Each]~~ Certified school *personnel*~~[employee]~~, below the level of superintendent, shall be evaluated by *using the*~~[a]~~ system developed by ~~[the local school district and approved by]~~ the Kentucky Department of Education;~~[-]~~
- (b) The~~[local]~~ evaluation system shall include formative evaluation and summative evaluation *components; and*~~[-]~~

~~1. "Formative evaluation" means a continuous cycle of collecting evaluation information and interacting and providing feedback with suggestions regarding the certified employee's professional growth and performance.~~

~~2. "Summative evaluation" means the summary of, and conclusions from, the evaluation data, including formative evaluation data, that:~~

- ~~a. Occur at the end of an evaluation cycle; and~~

- b. ~~Include a conference between the evaluator and the evaluated certified employee, and a written evaluation report.]~~
- (c) The Kentucky Board of Education shall adopt administrative regulations incorporating written guidelines for a local school district to follow in ~~developing,]~~ implementing~~], and revising]~~ the **teacher effectiveness and** evaluation system and shall require the following:
1. All evaluations of certified **school personnel**~~[employees]~~ below the level of the district superintendent shall be in writing on evaluation forms and under evaluation procedures developed by a committee composed of an equal number of teachers and administrators;
 2. The immediate supervisor of the certified school **personnel member**~~[employee]~~ shall be designated as the primary evaluator. At the request of a teacher, observations by other teachers trained in the teacher's content area or curriculum content specialists may be incorporated into the formative process for evaluating teachers;
 3. All monitoring or observation of performance of a certified school **personnel member**~~[employee]~~ shall be conducted openly and with full knowledge of the **personnel member**~~[employee]~~;
 4. Evaluators shall be trained, tested, and approved in accordance with administrative regulations adopted by the Kentucky Board of Education in the proper techniques for effectively evaluating certified school **personnel. Evaluators shall receive support and resources necessary to ensure consistency and high quality**~~[employees and in the use of the school district evaluation system]~~;
 5. The **professional growth and effectiveness**~~[evaluation]~~ system shall include a plan whereby the person evaluated is given assistance for professional growth as a teacher or administrator. The system shall also

specify the processes to be used when corrective actions are necessary in relation to the performance of one's assignment; and

6. The training requirement for evaluators contained in subparagraph 4. of this paragraph shall not apply to district board of education members.

~~(6)~~~~(4)~~ (a) Each superintendent shall be evaluated according to a policy and procedures developed by the local board of education and approved by the department.

(b) The summative evaluation of the superintendent shall be *in writing*, discussed and adopted in an open meeting of the board and reflected in the minutes, *and*

~~(c)~~ ~~If the local board policy requires a written evaluation of the superintendent, it shall be~~ made available to the public upon request.

~~(c)~~~~(d)~~ Any preliminary discussions relating to the evaluation of the superintendent by the board or between the board and the superintendent prior to the summative evaluation shall be conducted in closed session.

~~(7)~~~~(5)~~ A local district may request from the Kentucky Board~~Department~~ of Education a waiver from the guidelines and administrative regulations promulgated by the Kentucky Board of Education as required in subsection ~~(5)~~~~(3)~~(c) of this section in order to implement an alternative evaluation plan for employees on continuing contracts. The Kentucky Board of Education may~~department shall~~ grant a waiver if the local district alternative plan ~~provides for a three (3) phase certified employee evaluation plan that includes~~:

(a) *Is as rigorous, reliable, valid, and educationally sound as the statewide professional growth and effectiveness system;*

(b) *Uses multiple measures of effectiveness, including student growth data that utilizes both state standardized tests and local formative growth measures that are rigorous and comparable across schools in a local district;*

- (c) Includes both formative and summative evaluation components;
- (d) Measures professional effectiveness;
- (e) Supports professional growth;
- (f) Has at least three (3) performance levels;
- (g) Is used to inform personnel decisions;
- (h) Is considerate of the time requirements of evaluators at the local level and does not require that all certified school personnel have a formal summative evaluation each year;
- (i) Rates teachers and administrators by multiple measures instead of a single measure; and
- (j) Utilizes student growth as a significant factor in determining the effectiveness of teachers and administrators.

~~[Phase One: Evaluation for Professional Growth.~~

- ~~1. Evaluation is based on a wide array of relevant sources and directed toward general and specific recommendations for improvement; and~~
- ~~2. Evaluation does not include documentation that might adversely affect employment status.~~

~~(b) Phase Two: Transition.~~

- ~~1. Evaluation is for the purpose of intensive scrutiny of job performance;~~
- ~~2. Evaluation includes documentation that may lead to adverse employment decisions;~~
- ~~3. Assistance and support for improvement shall be provided by the school district; and~~
- ~~4. Placement of an individual in the transition phase shall not be subject to appeal, but the employee shall be notified of the decision in writing.~~

~~(c) Phase Three: Evaluation for Deficiency.~~

- ~~1. Notwithstanding KRS 161.760, written notice of potential termination,~~

~~reduction of direct classroom responsibility, or other adverse actions and conditions for job retention are given the employee;~~

~~2. A clear time frame for proposed actions is provided the employee; and~~

~~3. The summative evaluation is subject to appeal.~~

~~— An alternative plan for the evaluation of certified personnel shall be proposed to the Kentucky Department of Education if the local district evaluation committee is in support of the plan. Training necessary to implement the alternative plan shall be provided to the principals, supervisory personnel, and the employees to be evaluated. The local district shall provide support to implement the plan. The department shall provide technical assistance to districts wishing to develop alternative evaluation plans.]~~

~~(8)~~⁽⁶⁾ The Kentucky Board of Education shall establish an appeals procedure for certified school personnel~~[employees]~~ who believe that the local school district failed to properly implement the~~[approved]~~ evaluation system. The appeals procedure shall not involve requests from individual certified school personnel members~~[employees]~~ for review of the judgmental conclusions of their personnel evaluations.

~~(9)~~⁽⁷⁾ The local board of education shall establish an evaluation appeals panel for certified school personnel that shall consist of two (2) members elected by the certified employees of the local district and one (1) member appointed by the board of education who is a certified employee of the local board of education. Certified school personnel~~[employees]~~ who think they were not fairly evaluated may submit an appeal to the panel for a timely review of their evaluation.~~[In districts that have adopted an alternative evaluation plan under subsection (4) of this section, the appeal shall only apply to the summative evaluation of Phase Three.]~~

~~(8) Local school districts with an enrollment of sixty five thousand (65,000) or more students shall have an evaluation system but shall be exempt from procedures or~~

~~processes described in this section as long as the plan meets the standards established by the Kentucky Board of Education for local school district evaluation systems. The local plan shall include an appeals process for employees who believe they were not fairly evaluated.~~

~~(9) Between July 15, 2000, and June 30, 2001, each school district shall review its local evaluation system to assure that the system is working effectively and to make changes to improve its system.]~~

(10) ~~[Beginning with the 2001-2002 school year, and in subsequent years,]~~The Kentucky Department of Education shall annually provide for on-site visits by trained personnel to a minimum of fifteen (15) school districts to review and ensure appropriate implementation of the evaluation system by the local school district. The department shall provide technical assistance to local districts to eliminate deficiencies and to improve the effectiveness of ~~the~~~~[their]~~ evaluation ~~system~~~~[systems]~~. The department may implement the requirement in this subsection in conjunction with other requirements, including, but not limited to, the scholastic audit process required by KRS 158.6455.

(11) Any data or information, including student growth data, that local school districts or the Department of Education collect on individual classroom teachers, under the requirements of KRS 156.557, shall be considered evaluative personnel information and shall not be subject to public disclosure.