



Program Monitoring: Professional Growth and Effectiveness System

Gallatin County

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Warsaw, KY 41095

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Introduction

House Bill 180 defines the statewide evaluations system to be used for all certified personnel. The Professional Growth and Effectiveness System (PGES) is focused on continuous professional growth and development of skills needed to be a highly effective teacher or administrator. Multiple sources of evidence, including student growth data, are used to determine the performance of a teacher and that meets one of the main requirements for the Kentucky Elementary and Secondary Education Act (ESEA) waiver. The system creates a fair and equitable statewide system to provide teachers and principals with an understanding of how they can be most effective, regular feedback on how their practices align with the Kentucky Framework for Teaching and the tools, resources and support they need to continue to develop and promote student growth, achievement and readiness.

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Professional Growth and Effectiveness System

Label	Assurance	Response	Comment	Attachment
1.	The local evaluation committee developed forms and procedures required in 704 KAR 3:370.			

Label	Assurance	Response	Comment	Attachment
2.	The local board of education reviewed and approved the Certified Evaluation Plan (CEP).			

Label	Assurance	Response	Comment	Attachment
3.	The Kentucky Department of Education (KDE) has approved the local board of education's CEP and any substantive changes to the CEP.			

Label	Assurance	Response	Comment	Attachment
4.	The CEP identifies the district contact person responsible for monitoring evaluation training and implementing PGES as outlined in the local board of education's CEP.			

Label	Assurance	Response	Comment	Attachment
5.	Evaluators are trained, tested and approved by KDE.			

Label	Assurance	Response	Comment	Attachment
6.	The criteria and process used to evaluate a teacher is explained to and discussed with the teacher no later than the end of the first thirty (30) calendar days of reporting for employment each school year.			

Label	Assurance	Response	Comment	Attachment
7.	Immediate supervisors are the primary evaluators.			

Label	Assurance	Response	Comment	Attachment
8.	Professional Growth Plans align with school/district improvement plans.			

Label	Assurance	Response	Comment	Attachment
9.	Professional Growth Plans are reviewed annually.			

Label	Assurance	Response	Comment	Attachment
10.	Post conferences are held within five (5) working days of the observation.			

Label	Assurance	Response	Comment	Attachment
11.	The summative evaluation conference is held at the end of the summative evaluation cycle and includes all applicable Professional Growth and Effectiveness data as outlined in 704 KAR 3:370 and the local CEP.			

Label	Assurance	Response	Comment	Attachment
12.	Each non-tenured teacher must have a minimum of four required observations and a summative evaluation each year.			

Label	Assurance	Response	Comment	Attachment
13.	Tenured teachers whose observation results are ineffective shall have multiple observations.			

Label	Assurance	Response	Comment	Attachment
14.	Summative evaluations for tenured teachers occur at least once every three (3) years.			

Label	Assurance	Response	Comment	Attachment
15.	Administrators are evaluated annually.			

Label	Assurance	Response	Comment	Attachment
16.	Evaluations are documented on approved forms to become part of the official personnel file.			

Label	Assurance	Response	Comment	Attachment
17.	Evaluates are provided the opportunity for a written response that is included in the official personnel file.			

Label	Assurance	Response	Comment	Attachment
18.	A copy of the evaluation is provided to the evaluatee.			

Label	Assurance	Response	Comment	Attachment
19.	Certified administrators are evaluated annually.			

Label	Assurance	Response	Comment	Attachment
20.	The district has a process that ensures the student growth goals are rigorous and comparable across all schools in the district.			

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PGES Components - Certified Teacher

Label	Assurance	Response	Comment	Attachment
21.	Each teacher completes a Self-Reflection and a Professional Growth Plan annually.			

Label	Assurance	Response	Comment	Attachment
22.	Each teacher receives a minimum of four observations per evaluation cycle with one being a peer observation.			

Label	Assurance	Response	Comment	Attachment
23.	The district has a process in place to select peer observers.			

Label	Assurance	Response	Comment	Attachment
24.	Observations conducted by peers are documented in the state-approved technology platform and only available to the evaluator at the teacher's request.			

Label	Assurance	Response	Comment	Attachment
25.	The student voice survey, provided by KDE, is administered annually to a minimum of one (1) district-designated group of students per teacher evaluatee and the data are provided to the teacher.			

Label	Assurance	Response	Comment	Attachment
26.	Each teacher has a minimum of one (1) student growth goal.			

Label	Assurance	Response	Comment	Attachment
27.	All teachers who have had their summative evaluation have a rating recorded in the state-approved technology platform for each Professional Practice Domain and an overall Professional Practice Rating. The rating is informed by all required sources of evidence and any district-determined evidence specified in the local school board CEP.			

Label	Assurance	Response	Comment	Attachment
28.	All teachers who have had a summative evaluation have rating recorded in the state-approved technology platform for local student growth and for those who have data, a state student growth rating. An overall student growth rating is determined and recorded in the state-approved technology platform.			

Label	Assurance	Response	Comment	Attachment
29.	All teachers who have had their summative evaluation have an overall performance category of Exemplary, Accomplished, Developing or Ineffective recorded in the state-approved technology platform.			

Label	Assurance	Response	Comment	Attachment
30.	All teachers who have had their summative evaluation are on the plan and cycle that corresponds to their overall performance practice rating and overall student growth rating.			

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PGES Components – Principal and Assistant Principal

Label	Assurance	Response	Comment	Attachment
31.	Each principal and assistant principal completes a Self-Reflection and has a Professional Growth Plan.			

Label	Assurance	Response	Comment	Attachment
32.	Each principal has a minimum of two (2) site visits by their evaluator.			

Label	Assurance	Response	Comment	Attachment
33.	The KDE-approved survey of perception of superintendent, district personnel, and teachers on principal practice is administered at a minimum once every two years and data from the survey are provided to the principal.			

Label	Assurance	Response	Comment	Attachment
34.	Each principal develops a working conditions goal for school improvement every two years based on data from the department-approved working condition survey. The assistant principal shares the principal's goal.			

Label	Assurance	Response	Comment	Attachment
35.	Each principal has a minimum of two student growth goals. One goal addresses gap population data and local student growth data.			

Label	Assurance	Response	Comment	Attachment
36.	All principals and assistant principals who have had their summative evaluation have a rating recorded in the state-approved technology platform for each Professional Practice Standard and an overall Professional Practice Rating. The rating is informed by all required sources of evidence and any district-determined evidence specified in the local school board CEP.			

Label	Assurance	Response	Comment	Attachment
37.	All principals and assistant principals who have had a summative evaluation have rating recorded in the state-approved technology platform for local student growth and a state student growth rating. An overall student growth rating is determined and recorded in the state-approved technology platform.			

Label	Assurance	Response	Comment	Attachment
38.	All principals and assistant principals who have had their summative evaluation have an overall performance category of Exemplary, Accomplished, Developing or Ineffective recorded in the state-approved technology platform.			

Label	Assurance	Response	Comment	Attachment
39.	All principals and assistant principals who have had their summative evaluation are on the plan and cycle that corresponds to their overall performance practice rating and overall student growth rating.			

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