



Doc H's Blog

**Kentucky Education Commissioner
Terry Holliday**



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A model for superintendent evaluation

At the December Kentucky Board of Education (KBE) meeting, the board finalized my evaluation and agreed upon the goals that will be used for my 2014-15 evaluation. Viewers may read my [evaluation summary](#) and see the [goals](#) that KBE set for me for 2014-15. The Kentucky Board of Education has utilized this process during my tenure and on numerous occasions the board has strongly recommended that local superintendents and school boards utilize a similar process.

Over the past three years, the Kentucky Department of Education (KDE) has worked with stakeholders to develop a superintendent professional growth and effectiveness system. Chief of Staff, Dr. Tommy Floyd, has led this work over the last 18 months and the advisory committee of stakeholders developed excellent [resources](#) that can be utilized by superintendents and school boards.

As with any initiative, there remain questions and concerns about the new Superintendent Professional Growth and Effectiveness System (SPGES). A visit to the [webpage](#) should provide readers with clarity on most issues. However, I did want to respond to one issue that surfaced in recent meetings with the Kentucky School Boards Association (KSBA) and the Kentucky Association of School Superintendents (KASS). There was some confusion on training and if districts could utilize a model other than the state-developed model.

As to the training, it has always been our intent that the Kentucky School Boards Association will take the lead on training. Also, the webpage for the SPGES has more than adequate materials for a local school board to become familiar with the new system.

The issue about using a model other than the state model is very simple. According to [statute](#), KRS 156.557 (6)(a), a local school board must approve a superintendent evaluation model and submit that model to the KDE for approval. School boards must decide by the end of this month as to their local model for evaluation of the superintendent for 2015-16 and submit that model to KDE for approval. If the model chosen by the local board is the state developed model, then a local board is assured of approval. Should a local board submit a locally developed model, then that model will be reviewed against the key requirements established by the superintendent evaluation task force. The confusion across the state seems to come from KSBA wanting to submit a model for approval. To be clear, KSBA is not a school district. However, a local school board could submit the KSBA model for consideration by KDE.

For additional questions or concerns about the Superintendent Professional Growth and Effectiveness System, please contact Dr. Tommy Floyd, tommy.floyd@education.ky.gov or (502)564-3141.

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Education Commissioner

