



Certified Personnel Evaluation Planning Critical Fact Sheet 4/6/2018

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Overview/Background:

The Kentucky Framework for Personnel Evaluation (KyFfPE), 704 KAR 3:370, establishes a statewide framework to support, improve and evaluate the performance of all certified school personnel below the level of superintendent. The Framework identifies performance criteria for various certified roles, and requires that summative evaluations are based upon four performance measures: Planning, Environment, Instruction, and Professionalism.

Critical Points:

1. The district evaluation committee, also known as the 50/50 committee, determines:
 - all evidences used in the evaluation of certified personnel and their alignment to the *performance measures*
 - the training requirements for observers, if observation is identified as a source of evidence
 - the performance criteria for district certified personnel and alignment to the four performance measures
 - the process, including professional judgment, for assigning each of the four measures a performance rating: Ineffective, Developing, Accomplished, or Exemplary
 - the process (or decision rules) of using the four performance measure ratings to determine a summative rating (NOTE: Decision rules associated with the former Professional Growth and Effectiveness System do not meet current regulatory requirements)
 - the timeline for implementation of the CEP
 - forms and processes used for documentation of the certified evaluation process
2. Certified Evaluation Plans (CEP) should contain updated definitions which accurately align to and reflect the definitions included in 704 KAR 3:370

Quick Links:

- [Certified Evaluation Planning](#) webpage
- [Avoiding Three Common Pitfalls](#) webinar
- [704 KAR 3:370](#): Kentucky Framework for Personnel Evaluation
- [KRS 156.557](#)

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