



*Kentucky Department of*

*Our Children,*



*Our Commonwealth*

*Education*

# Update on Certified Personnel Evaluation

KRS 156:557  
Proposed 704 KAR 3.370



# Definitions 704 KAR 3:370 (draft)

## **Personnel Evaluation System**

Means an evaluation system to support and improve the performance of certified school personnel that meets the requirements of KRS 156.557 and that uses clear and timely formative feedback to guide professional growth.



# Personnel evaluation systems:

- Multiple measures
- Formative and summative measures
- Professional effectiveness
- Professional growth
- Four+ performance levels



# Personnel evaluation systems: (cont.)

- Personnel decisions
- Time
- Summative evaluation schedule
- Certified personnel below level of superintendent



# Personnel evaluation systems: (cont.)

- Evaluations in writing
- 50/50 committee
- Primary evaluator
- Monitoring and/or observation conducted openly, with full knowledge of personnel
- Trained evaluators
- Consistent and reliable ratings



# Definitions 704 KAR 3:370 (draft)

## **Kentucky Framework for Personnel Evaluation**

**“means the statewide framework a school district uses to develop a local certified personnel evaluation system, based upon the Kentucky Framework for Teaching (adapted from Danielson, 2011), the Kentucky Framework for Teaching: Specialist Framework, and the Principal Professional Performance Standards”**



# Definitions 704 KAR 3:370 (draft)

## Performance Measure

**“means one of four categories defined in the Kentucky Framework:**

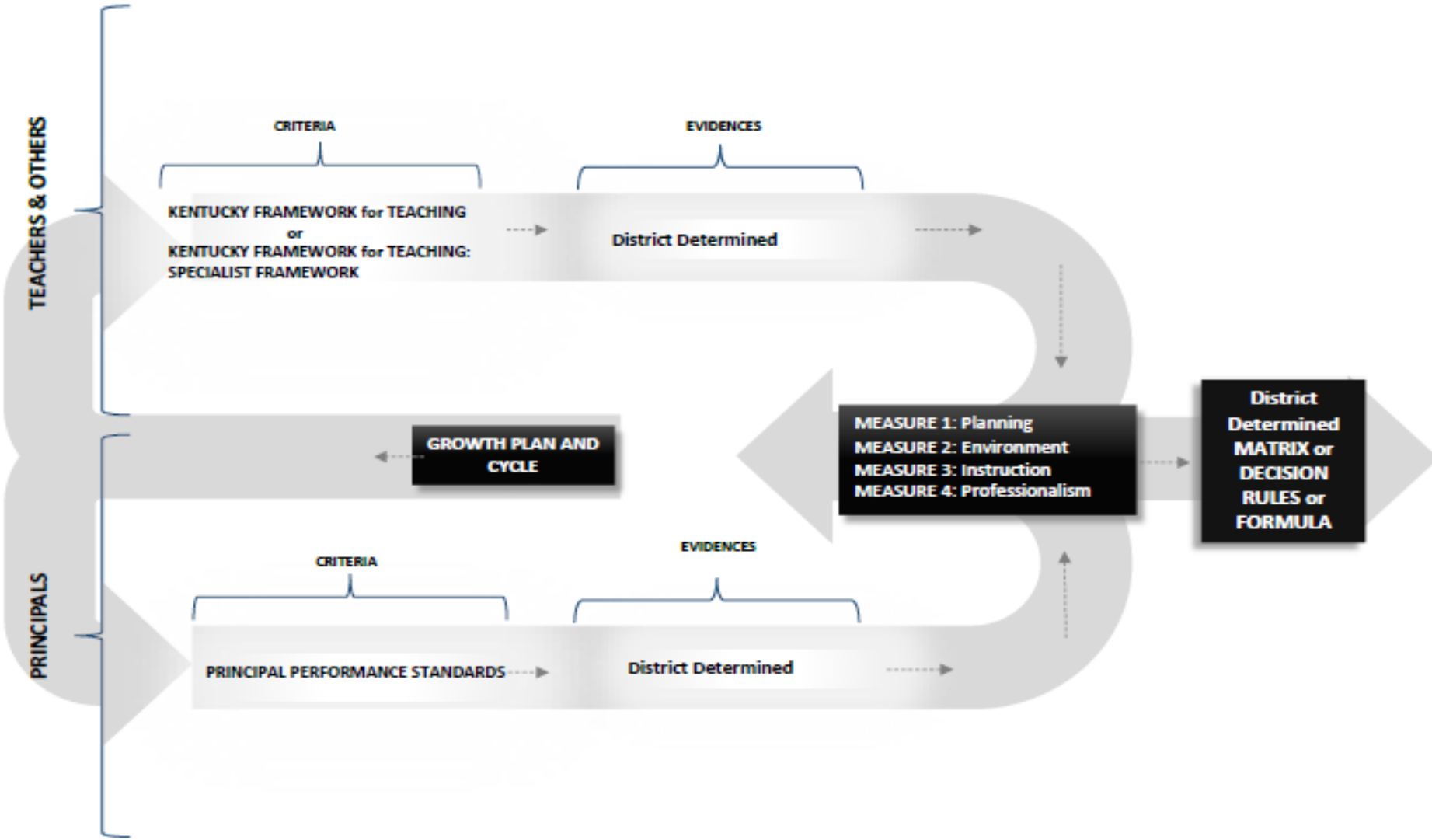
- **Planning**
- **Environment**
- **Instruction**
- **Professionalism”**





# Visual 704 KAR 3:370 (draft)

Draft KENTUCKY FRAMEWORK for PERSONNEL EVALUATION



The Kentucky Board of Education  
approved the proposed regulation:  
October, 2017

## Next Steps

1. Public comment period, November
2. Public Hearing, November 21
3. Legislative Process
4. Final approval, early 2018



# Considerations for developing a **district personnel evaluation plan:**

- 50/50 Committee development
  - membership
  - timeframe
- School board approval
- KDE review (proposed)



# Supports for developing a district personnel evaluation plan:



- ❖ Webcast series
  - ❖ October 27
  - ❖ November 17
  - ❖ December 15
- ❖ Face-to-face work sessions
  - ❖ Dates to be determined

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