



Kentucky Department of

Our Children,

Our Commonwealth

Education



Certified Evaluation Plans:

Avoiding Common Pitfalls



704 KAR 3:370:

Defines the four (4) **performance measures** for evaluating all certified personnel below the level of superintendent.

Planning

Environment

Instruction

Professionalism

A **performance rating** must be provided for each **performance measure** prior to determining the summative rating.

Ineffective

Developing

Accomplished

Exemplary



The Kentucky Framework for Personnel Evaluation


Role Group, Measure and Performance Criteria

	Performance Measures			
Performance Criteria	<i>Planning</i>	<i>Environment</i>	<i>Instruction</i>	<i>Professionalism</i>
<u>Teacher</u> <i>KY Framework for Teaching</i>	<u>Domain 1</u> Planning and Preparation	<u>Domain 2</u> Classroom Environment	<u>Domain 3</u> Instruction	<u>Domain 4</u> Professional Responsibilities
<u>Other Professional</u> <i>The Kentucky Frameworks for Teaching- Specialists Frameworks</i>	<u>Domain 1</u> Planning and Preparation	<u>Domain 2</u> The Environment	<u>Domain 3</u> Delivery of Service	<u>Domain 4</u> Professional Responsibilities
<u>Principal</u> Principal Performance Standards	<u>Standard 3</u> Human Resource Management <u>Standard 4</u> Organizational Management	<u>Standard 2</u> School Climate <u>Standard 5</u> Communication & Community Relations	<u>Standard 1</u> Instructional Leadership	<u>Standard 6</u> Professionalism
<u>District Certified Personnel</u> District determined performance criteria specific to <u>evaluatee's</u> job category	KRS 156.557 Section 4 704 KAR 3:370 Section 10 Performance criteria applicable to the <u>evaluatee</u> that characterizes professional effectiveness	KRS 156.557 Section 4 704 KAR 3:370 Section 10 Performance criteria applicable to the <u>evaluatee</u> that characterizes professional effectiveness	KRS 156.557 Section 4 704 KAR 3:370 Section 10 Performance criteria applicable to the <u>evaluatee</u> that characterizes professional effectiveness	KRS 156.557 Section 4 704 KAR 3:370 Section 10 Performance criteria applicable to the <u>evaluatee</u> that characterizes professional effectiveness

Ratings

Level

Previous

Teachers and Other Professionals	4 Domains	
Principals	6 Standards	
District Personnel	District Determined Standards	

Ratings

Level

Previous

2018

Teachers and Other Professionals	4 Domains	<u>4 Measures</u> Planning Environment Instruction Professionalism
Principals	6 Standards	
District Personnel	District Decision	

Summative Process

Performance Measures

Planning

Environment

Instruction

Professionalism

Apply
District
Decision
Rules

Determine
Summative
Rating

Teachers & Other Professionals

The Kentucky Framework for Personnel Evaluation Role Group, Measure and Performance Criteria

<i>Performance Criteria And Role</i>	<i>Measures</i>			
	<i>Planning</i>	<i>Environment</i>	<i>Instruction</i>	<i>Professionalism</i>
<u>Teacher</u> <i>KY Framework for Teaching</i>	<u>Domain 1</u> Planning and Preparation	<u>Domain 2</u> Classroom Environment	<u>Domain 3</u> Instruction	<u>Domain 4</u> Professional Responsibilities
<u>Other Professional</u> <i>The Kentucky Frameworks for Teaching- Specialists Frameworks</i>	<u>Domain 1</u> Planning and Preparation	<u>Domain 2</u> The Environment	<u>Domain 3</u> Delivery of Service	<u>Domain 4</u> Professional Responsibilities

Performance Measures

Planning

Environment

Instruction

Professionalism

Apply
District
Decision
Rules

Determine
Summative
Rating

Principals

The Kentucky Framework for Personnel Evaluation Role Group, Measure and Performance Criteria

<i>Performance Criteria And Role</i>	<i>Measures</i>			
	<i>Planning</i>	<i>Environment</i>	<i>Instruction</i>	<i>Professionalism</i>
<u>Principal</u> Principal Performance Standards	<u>Standard 3</u> Human Resource Management <u>Standard 4</u> Organizational Management	<u>Standard 2</u> School Climate <u>Standard 5</u> Communication & Community Relations	<u>Standard 1</u> Instructional Leadership	<u>Standard 6</u> Professionalism

Performance Measures

Planning

Environment

Instruction

Professionalism

Apply
District
Decision
Rules

Determine
Summative
Rating

District Certified Personnel

The Kentucky Framework for Personnel Evaluation Role Group, Measure and Performance Criteria

<i>Performance Criteria And Role</i>	<i>Measures</i>			
	<i>Planning</i>	<i>Environment</i>	<i>Instruction</i>	<i>Professionalism</i>
<u>District Certified Personnel</u> District determined performance criteria specific to evaluatee's job category	Performance criteria applicable to the evaluatee that characterizes professional effectiveness	Performance criteria applicable to the evaluatee that characterizes professional effectiveness	Performance criteria applicable to the evaluatee that characterizes professional effectiveness	Performance criteria applicable to the evaluatee that characterizes professional effectiveness

Performance Measures

Planning

Environment

Instruction

Professionalism

Apply
District
Decision
Rules

Determine
Summative
Rating

Evaluator Training

Requirements:

- Initial certified evaluation training and testing provided by KDE or approved provider
- If using observation as a source of evidence, define how the district will ensure that observers are trained prior to conducting observations.
- Personnel evaluation system training - minimum of six (6) hours *annually* of EILA-approved training

Language from the WOW document



Reminders:

- Review the CEP with all certified personnel below the level of superintendent within the first **30 calendar days** of reporting for employment
- At the conclusion of the Evaluation Cycle, the CEP ensures that evaluatee has the opportunity to submit a written statement in response to the summative rating and that the response is included in the official personnel record
- Use the updated assurances document when submitting



KDE Office Hours

Date	Day	Time EST
March 6	Tuesday	9:30am-10:30am
March 22	Thursday	2pm-3pm
April 3	Tuesday	9:30am-10:30am
April 19	Thursday	2pm-3pm
May 1	Tuesday	9:30am-10:30am
May 17	Thursday	2pm-3pm
May 22	Tuesday	9:30am-10:30am

Skype link on [KDE Certified Evaluation Planning](#) webpage.



Questions?



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