



Kentucky Department of

***Our
Children,***

***Our
Commonwealth***

Education

Certified Personnel Evaluation: Moving Beyond Compliance

Part 3 of 4

KRS 156.557
Proposed 704 KAR 3.370


Performance Measures			Planning	Environment	Instruction	Professionalism
Teacher	Performance Criteria	<u>KY Framework for Teaching</u>	<u>Domain 1</u> Planning and Preparation	<u>Domain 2</u> Classroom Environment	<u>Domain 3</u> Instruction	<u>Domain 4</u> Professional Responsibilities
Other Professional	Performance Criteria	<u>KY Framework for Teaching: Specialist Frameworks</u>	<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
Principal	Performance Criteria	<u>Principal Performance Standards</u>	<u>Standard 3</u> Human Resource Mgmt <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

Definition of Sources of Evidence

704 KAR 3:370 (draft)

The **district-determined** evidence aligned to the Performance Measure and used by evaluators to inform Performance Measure Ratings

Example: TEACHER

Performance Measures	Planning	Environment	Instruction	Professionalism
Performance Criteria: <u>KY Framework for Teaching</u>	<u>Domain 1</u> Planning & Preparation	<u>Domain 2</u> Classroom Environment	<u>Domain 3</u> Instruction 	<u>Domain 4</u> Professional Responsibilities

QUESTIONS FOR 50/50 COMMITTEES:

With the evidences selected to promote growth and evaluation, reflect daily practice, and address key performance criteria, consider the following questions.

- 1) What is the frequency of each evidence collected, demonstrated, etc?
- 2) How is the evidence to be collected?
- 3) Is there differentiation between tenured and non-tenured teachers?
- 4) What are the unintended consequences?

Additional Thoughts to Consider:

Process and Procedures

Appeals

Clear, equitable and defensible

Details to consider

- **Who?**
- **How often? Timelines**
- **How collected?**

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

District Support

Webcast series continues

- ❖ December 15, 2017; 9 a.m.

Face-to-face work sessions

- ❖ January 23 – Bowling Green
- ❖ January 31 – Corbin
- ❖ February 1 – Lexington

Consultation with KDE staff

- ❖ Christine.Meisberger@education.ky.gov
- ❖ Todd.Davis@education.ky.gov

REMINDER:
**SURVEY WINDOW FOR STUDENT
VOICE REMAINS OPEN
IN INFINITE CAMPUS**

**Fall reporting window closes
December 1**



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