



Professional Standards for Educational Leaders

Evaluating Principals and Assistant Principals
704 KAR 3:370

December 16, 2019

704 KAR 3:370

▶ *Page 8, line 7 - Section 8(2):*

Strike the words “Assistant Principal Performance Standards” and insert words “Professional Standards for Educational Leaders”

▶ *Page 11, line 3 - Section 13(1)(c) and Section 3(4):*

Strike the words “Principal and Assistant Principal Performance Standards”, May 2014” and insert words “Professional Standards for Educational Leaders 2015”

▶ *Page 11, line 13 - Section 13(5):*

Strike the words “Office of Teaching and Learning”



Timeline

- ▶ KBE completed two reads and approved the changes to 704 KAR 3:370.
- ▶ Amendments to 704 KAR 3:370 filed with the Legislative Research Commission on December 13, 2019. Published in the Administrative Register on January 1, 2020.
- ▶ A public hearing February 24, 2020 at 10:00 a.m. in the State Board Room.
 - Written notification within 5 working days prior
 - If notification is not received, hearing may be canceled.



Timeline, continued

- ▶ **Written Comments shall be accepted through February 29, 2020.**
- ▶ **If no comments are received, the amendments are likely to be effective by June 30, 2020.**
- ▶ **If comments are received the effective date may be extended to August 4, 2020.**



Professional Standards for Educational Leaders

1. Mission, Vision and Core Values
2. Ethics and Professional Norms
3. Equity and Cultural Responsiveness
4. Curriculum, Instruction and Assessment
5. Community of Care and Support for Students
6. Professional Capacity of School Personnel
7. Professional Community for Teachers and Staff
8. Meaningful Engagement of Families and Community
9. Operations and Management
10. School Improvement



Certified Evaluation Plans

- ▶ **What are the minimum requirements?**
 - **Revise the district CEP using the PSEL as the performance criteria for evaluating principals and assistant principals**
 - **Ensure evidences for PSEL are used to inform the ratings of the four performance measures**
 - **Seek local board approval**
 - **Submit to KDE for final approval**



Resources

- ▶ PSEL Guidance document
- ▶ Principal Standards and PSEL Crosswalk
- ▶ [National Policy Board for Educational Administration \(NPBEA\)](#)
- ▶ Updated Kentucky Framework for Personnel Evaluation Role Group, Measure and Performance Criteria
- ▶ Growth and Evaluation Webpages



The Kentucky Framework for Personnel Evaluation

Role Group, Measure and Performance Criteria



Performance Criteria And Role	Measures			
	Planning	Environment	Instruction	Professionalism
<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> Professional Standards for Educational Leaders (PSEL)	<u>Standard 1</u> Mission, Vision and Core Values <u>Standard 9</u> Operations and Management <u>Standard 10</u> School Improvement	<u>Standard 3</u> Equity and Cultural Responsiveness <u>Standard 7</u> Professional Community for Teachers and Staff	<u>Standard 4</u> Curriculum, Instruction and Assessment <u>Standard 5</u> Community of Care and Support for Students <u>Standard 6</u> Professional Capacity of School Personnel	<u>Standard 2</u> Ethics and Professional Norms <u>Standard 8</u> Meaningful Engagement of Families and Community
<u>District Certified Personnel</u> District determined performance criteria specific to evaluatee's job category	KRS 156.557 Section 4 704 KAR 3:370 Section 10 Performance criteria applicable to the evaluatee that characterizes professional effectiveness	KRS 156.557 Section 4 704 KAR 3:370 Section 10 Performance criteria applicable to the evaluatee that characterizes professional effectiveness	KRS 156.557 Section 4 704 KAR 3:370 Section 10 Performance criteria applicable to the evaluatee that characterizes professional effectiveness	KRS 156.557 Section 4 704 KAR 3:370 Section 10 Performance criteria applicable to the evaluatee that characterizes professional effectiveness

Professional Standards for Educational Leaders (2015)

Kentucky Principal Standards

1. Mission, Vision, and Core Values

10. School Improvement

4. Curriculum, Instruction, and Assessment

5. Community of Care and Support for Students

6. Professional Capacity of School Personnel

7. Professional Community for Teachers and Staff

1. Instructional Leadership

1. Instructional Leadership

2. School Culture

3. Human Resource Management

5. Community of Care and Support for Students

6. Professional Capacity of School Personnel

9. Operations and Management

1. Instructional Leadership

2. School Culture

3. Human Resource Management

4. Organizational Management

8. Meaningful Engagement of Families and Community

1. Instructional Leadership

5. Communication & Community Relations

2. Ethics and Professional Norms

3. Equity and Cultural Responsiveness

1. Instructional Leadership

6. Professionalism

3. Equity and Cultural Responsiveness

8. Meaningful Engagement of Families and Community

4. Organizational Management

5. Communication & Community Relations



Reminders

- ▶ Revise the district CEP to replace the 6 Kentucky Principal Standards with PSEL
- ▶ Local board approval
- ▶ Submit to KDE KDECEP@education.ky.gov
- ▶ Suggested submission timeline: June 15, 2020.
 - *The evaluation criteria and process used to evaluate certified school personnel shall be explained to and discussed with the evaluatee no later than the end of the evaluatee's first thirty (30) calendar days of reporting for employment each school year.*



Contact for Certified Evaluation

Todd Davis

todd.davis@education.ky.gov

**Office of Educator Licensure and
Effectiveness**

**Division of Educator Preparation and
Certification**

502-546-5846

