



Certified Evaluation Plan

Christian County Public Schools

May 3, 2018

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.

Goals:

- **Every child in every classroom will be taught by a highly effective teacher.**
- **Every school in every district will be led by a highly effective principal.**

Certified Evaluation Committee

50/50 Committee

- Laura Morris, Chief Administrative Officer
- Anita Hopson, Director of Personnel
- Michelle Walden, Assistant Principal
- Marsha Sansom, Teacher
- Natalie Allen, Guidance Counselor
- Travis Miller, Teacher

State Evaluation System Requirements:

- Continuous improvement of instruction
- Multiple measures of effectiveness
- Evaluate teachers and principals on a regular basis
- Provide clear, timely, and useful feedback, including feedback that identifies needs

Evaluator Training

- Initial certified evaluation training and testing
- provided by KDE or approved provider
- Personnel evaluation system training - minimum of six (6) hours *annually* of EILA-approved training

Performance Measures for Evaluating all Certified Personnel

- Planning
- Environment
- Instruction
- Professionalism

The Kentucky Framework for Personnel Evaluation

Role Group, Measure and 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

Performance Rating

- Ineffective
- Developing
- Accomplished
- Exemplary

Evaluation Cycle for Non-Tenured Teacher & Other Professionals

Observer	Observation Type	Observation Time	Documentation	Cycle Year(s)/Timelines
Primary Evaluator	Mini	Minimum 20 Minutes	District Electronic Management System	Annually First Semester
Primary Evaluator	Formal/ Full	Full Class/Lesson	District Electronic Management System	Annually by May 1st
Primary Evaluator	Summative Evaluation		District Electronic Management System -Print & sign Summative Form	Annually by May 1st

Evaluation Cycle for Tenured Teacher & Other Professionals

Tenured Teachers Progressive Observation Model 3 Year Scaffold Cycle				
Observer	Observation Type	Observation Time	Documentation	Cycle Year(s)/Timelines
Primary Evaluator	Formal/ Full	Full Class/Lesson	District Electronic Management System	Year 1
Primary Evaluator	Formal/ Full	Full Class/Lesson	District Electronic Management System	Year 2
Primary Evaluator	Formal/ Full	Full Class/Lesson	District Electronic Management System -Print & sign Summative Form -Provide teacher/ District Personnel Director copies	Year 3 Summative By June 1st

Principal Evaluation Multiple Measures

- Self-Reflection
- Professional Growth Plan
- Evaluator Site Visits/minimum two per year
- TELL Working Conditions Goal

Kentucky Principal Standards

- Standard 1: Instructional Leadership
- Standard 2: School Climate
- Standard 3: Human Resources Management
- Standard 4: Organizational Management
- Standard 5: Communication and Community Relations
- Standard 6: Professionalism

Principal Site Visits and Summative Evaluation

Activity	A minimum of two (2) site visits shall occur annually
Location	School site
Timeline	Visit #1 first semester for a minimum 1 hr. Visit #2 by May 1 st for a minimum 1 hr.
Superintendent	Schedule & conduct each site visits Record evidence from site visit aligned with the Performance Standards; Superintendent's discretion may be used on recording tool selected Provide feedback from site visit for post-conferences Conference with principal to provide the summative rating
Resource	Observation documentation Performance Standards documentation Other evidence: surveys, self-reflection, PGP
Summative Evaluation	Completed by May 1 st

Questions?

