

**Teacher Professional Growth and Effectiveness System
Draft Recommendations**

Recommendation 1: Tenured teachers will have a summative evaluation every three (3) years.

Recommendation 2: A tenured teacher rated needs improvement, unsatisfactory or ineffective on a summative evaluation shall have a summative evaluation in the next school year.

Recommendation 3: Tenured teachers who are on a corrective action plan will receive a summative evaluation every year until the goals in the corrective action plans are accomplished.

Recommendation 4: Non-tenured teachers will receive a summative evaluation annually.

Recommendation 5: Each teacher will receive data from all available measures every year.

Recommendation 6: The Department of Education will monitor the implementation of the Professional Growth and Effectiveness System in a minimum of 15 school districts every year.

Recommendation 7: Districts implementing alternative plans will be monitored within 3 years of the initial implementation and thereafter, at the discretion of the Kentucky Department of Education.

Recommendation 8: The Kentucky Department of Education shall provide technical assistance to local districts.

Recommendation 9: The Teacher Professional Growth and Effectiveness Steering Committee requests to review additional data gathered by the Kentucky Department of Education from the field regarding frequency and duration of observations.

Recommendation 10: The Teacher Professional Growth and Effectiveness System will include a peer observer.

Recommendation 11: The Teacher Effectiveness Steering Committee requests the Kentucky Department of Education further investigate and share peer observation models with the Steering Committee for consideration.

Recommendation 12: Before 2014-15 implementation, peer observers shall be trained and certified in observation and providing feedback.

Recommendation 13: Training and certification shall be required for all administrators with evaluation responsibilities.

Recommendation 14: Recertification for observers shall occur at least every 3 years.

Recommendation 15: All teachers shall develop student growth goals.

Recommendation 16: All teachers have the autonomy to choose, in collaboration with the principal, the student growth goal focus area based on the content standards they are responsible for teaching.

Recommendation 17: Non-assessed area teachers will not share in the state student growth contribution unless the teacher and evaluator, in collaboration, choose to use it.

Recommendation 18: One student growth goal is the minimum required for all teachers. A maximum of two student growth goals may be used if requested by the teacher.

Recommendation 19: All formative data will inform the summative evaluation.

Recommendation 20: A subcommittee of the Teacher Professional Growth and Effectiveness Steering Committee shall create an outline for the Kentucky Department of Education of a *Student Growth Goal Development Handbook* for writing student growth goals. The handbook shall contain a student growth goals template, strategies and resources for use by teachers in developing student growth goals. The Handbook will contain sections specific to assessed and non-assessed areas.

Recommendation 21: The Teacher Professional Growth and Effectiveness Steering Committee will continue to review field test data as it relates to the attribution of state student growth data to special education teachers.

Recommendation 22: The Kentucky Department of Education will create a uniform statewide training with a set curriculum focused on the student growth goal setting process. The Kentucky Department of Education should consider a certification for trainers.

Recommendation 23: All teachers will use measures of student achievement based on local, state and/or national standards to ensure rigor and comparability across schools in a local education agency to provide reliable, valid evidence of student growth.

Recommendation 24: Professional growth planning shall occur annually.