

KENTUCKY DEPARTMENT OF EDUCATION

STAFF NOTE

Review Item:

Professional Growth and Effectiveness System (PGES) Update

Applicable Statute or Regulation:

KRS 156.557, 704 KAR 3:345

History/Background:

Existing Policy. Over the next year, the Kentucky Department of Education will be bringing forward recommended regulation changes to 704 KAR 3:345, Evaluation Guidelines, to reflect the mandates of HB 180 (2013), and recommendations from both the Teacher and Principal Effectiveness Steering Committees as informed by the national and state research.

KDE anticipates approval of the following timeline by the U.S. Department of Education for system implementation:

- 2013-14 Statewide Implementation via a statewide pilot in every district within a specified number of schools
- 2014-15 Full statewide implementation in every school (will not be used for personnel decisions or state accountability)
- 2015-16 Full statewide implementation (used to make personnel decisions and included in state accountability)

Superintendent Feedback

Feedback was received on the Teacher and Principal Effectiveness Systems from superintendents attending the Superintendents' Summit on September 5th. The feedback will be shared with the Teacher and Principal Professional Growth and Effectiveness Committees to inform their ongoing conversations related to policy.

Teacher Professional Growth and Effectiveness System (TPGES)

Superintendents are expressing concern about the cost of system implementation. Superintendents are also asking how often principals will need to recalibrate as evaluators in order to avoid drift which also involves a cost. Time and case load continues to be an issue of concern when all teachers are included in the system. Superintendents want to consider a phased-in approach to deal with the time and case load concerns. This would also have implications for summative ratings in accountability.

Principal Professional Growth and Effectiveness System (PPGES)

More information has been requested on the measures and how they will be used (frequency, weight, information to inform growth goals). Cost has also been expressed as a concern over the administration of Val-Ed. The validity to the TELL survey as a measure is a continued concern. It has been suggested that the TELL data be used by the principal to develop a goal related to the improvement of working conditions and growth be looked at in relation to that goal.

Additional Activity**Teacher Professional Growth and Effectiveness System (TPGES):**

- KDE is continuing to build and implement the technology platform to streamline TPGES implementation through the Continuous Instructional Improvement Technology System/Educator Development Suite.

Principal Professional Growth and Effectiveness System (PPGES):

- Kentucky Leadership Academy (KLA) regional events have started. The KLA model was jointly created by Battelle, KLA and KDE staff. The regional sessions are designed to facilitate implementation activities month by month.
- The Instructional Support Leadership Network will present additional support for leaders on TPGES and PPGES.
- KDE received a grant to work with Educational Delivery Institute to build state capacity as an implementation unit for PGES.

Impact on Getting to Proficiency:

In order to meet the KBE's goal of having an effective teacher in every classroom and an effective leader in every school, a comprehensive professional growth and effectiveness system is crucial. This system meets the requirements of the ESEA waiver.

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Commissioner of Education**Date:**

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