

KENTUCKY DEPARTMENT OF EDUCATION

STAFF NOTE

Action/Discussion Item:

Kenton County Request to Use an Alternative Effectiveness and Evaluation System

Applicable Statute or Regulation:

KRS 156.557

Action Question:

Should the Kentucky Board of Education approve the request from Kenton County to use an alternative effectiveness and evaluation system?

History/Background:

Existing Policy.

Through the requirements of KRS 156.557 and the ESEA waiver, a district proposing an alternative effectiveness and evaluation system must satisfy the requirements of the stated system in KRS 156.557 which align to the ESEA waiver.

KRS 156.557 (7) states:

Local districts may submit a written request to use an alternative effectiveness and evaluation system to the Kentucky Board of Education. The Kentucky Board of Education shall consider and approve a local district's use of an alternative effectiveness and evaluation system instead of the statewide system only if the Kentucky Board of Education determines the alternative system:

- (a) Is as rigorous, reliable, valid, and educationally sound as the statewide professional growth and effectiveness system;*
- (b) Uses multiple measures of effectiveness, including student growth data as a significant factor in determining the effectiveness of teachers and administrators, that utilize both state standardized tests and local formative growth measures that are rigorous and comparable across schools in a local district;*
- (c) Includes both formative and summative evaluation components;*
- (d) Measures professional effectiveness;*
- (e) Supports professional growth;*
- (f) Has at least three (3) performance levels;*
- (g) Is used to inform personnel decisions.*

Kenton County Public Schools has requested to use an alternative effectiveness and evaluation system.

Staff Recommendation and Rationale:

The proposed Kenton County system satisfies the requirements of KRS 156.557, and therefore, the Kentucky Department of Education is recommending that the Kentucky Board of Education approve this waiver at its April 9th board meeting. The new regulation anticipated to fulfill the requirements of KRS 156.557 is being considered by the Kentucky Board of Education simultaneously with this waiver request. For timing purposes, the Kentucky Board of Education is being asked to grant a proposed waiver from the provisions of the proposed regulation.

In addition to the preparatory work in which Kenton County has engaged over the past few years, the proposed Kenton County system will be expected to:

- adhere to the requirements of the ESEA Waiver and KRS 156.557 (as outlined above);
- utilize the state-approved proficiency system for observer certification and recalibration;
- report out the percent of effective teachers and leaders, using the state-adopted performance criteria (ineffective, developing, accomplished, and exemplary) to assist with federal reporting;
- use the data to make informed human capital management decisions for recruitment, retention, and equitable distribution meeting the expectations of Title II reporting; and
- capture all necessary data in the state-approved technology system (Continuous Instructional Improvement Technology System (CIITS)) to provide professionals with on-line support and ease of use.

Be aware that in submitting an alternative system, Kenton County will not have the full support provided to the state system, including the legal and content area personnel who have spent countless hours insuring that the state system meets the standards of KRS 156.557.

Staff recommends that Kenton County be granted a waiver for the use of an alternative system on the condition that they adhere to the expectations outlined above.

Impact on Getting to Proficiency:

An evaluation system that meets the alternative requirements of KRS 156.557 should enable the district to use data and information to improve professional growth and effectiveness, moving student performance beyond proficiency.

Contact Person:

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A handwritten signature in black ink, appearing to read "Jay Halliday". The signature is written in a cursive style with a large, sweeping initial "J".

Commissioner of Education

Date:

April 2014