

## MEMORANDUM

**TO:** The Kentucky Board of Education  
**FROM:** Terry Holliday  
**RE:** Annual Commissioner's Evaluation -- Goals for 2014-15  
**DATE:** November 21, 2014

I wish to express to the members of the Kentucky Board of Education (KBE) my appreciation for your continued support and encouragement. Kentucky is recognized by many as a leader in education progress and reform. However, in order to ensure the future of the children in the Commonwealth, we must continue to improve student outcomes. I firmly believe that the Unbridled Learning strategic plan, if well deployed, will result in outstanding gains in student outcomes. Based on your feedback during the October 2014 evaluation process, I have worked with the Kentucky Department of Education (KDE) Planning Committee to incorporate your suggestions into the goals, strategies and indicators for the 2014-15 commissioner's evaluation process. Those are reflected below.

### Relationship Building and Communication

#### Indicators

- The commissioner will meet quarterly with education stakeholder groups through the Unbridled Learning Guiding Coalition to receive feedback on the implementation of the accountability model.
- The commissioner will visit each education cooperative and participate in a question and answer session with these superintendents at least one time per year.
- Satisfactory and above annual ratings on the Kentucky Department of Education (KDE) customer satisfaction survey will meet or exceed 75%.
- Satisfactory ratings on the commissioner's KDE 360 survey will meet or exceed 85%.
- The commissioner will develop specific strategies to enhance relationships with the new executive directors of the KSBA and KASS.
- The commissioner will continue use of social media and monthly superintendents' webcasts to improve relationships and communication with local superintendents and conduct an annual superintendents' summit.
- The commissioner will implement specific strategies to work with House and Senate leadership to address the KDE/KBE legislative agenda. The agenda will include implementation of recommendations from the Dual Credit Task Force, implementation of recommendations from the global competency initiative, and implementation of standards for social studies and arts.

### Next Generation Learners

#### Objectives

- All students will perform at or above proficiency and show continuous improvement (achievement/growth).

- All students will succeed (gap closure).
- Every student will graduate from high school (graduation).
- Every student will graduate from high school college/career ready (readiness).

#### Indicators

- The cohort graduation rate reported in 2015 will meet or exceed 88.7%.
- The college/career readiness rate reported for the class of 2015 will meet or exceed 67%.
- The proficiency rate for grades 3-8 reported in 2015 will meet or exceed 52.1%.
- The proficiency rate for the non-duplicated gap group, grades 3-12, reported in 2015 will meet or exceed 41.8%.
- The kindergarten readiness rate reported in December 2015 will meet or exceed 59.2%.
- The 3rd grade proficiency rate reported in 2015 will meet or exceed 52.5%.
- KDE will revise strategies to address achievement gaps between groups of students.
- KDE will provide national and international comparisons for student performance where available. NAEP 2015 results in 4<sup>th</sup> and 8<sup>th</sup> grade reading and math will be at or above national averages.

## Next Generation Professionals

#### Objectives

- Every student will be taught by an effective teacher.
- Every school will be led by an effective leader.

#### Indicators

- The teacher effectiveness goal will be set based on baseline performance in 2015.
- The principal effectiveness goal will be set based on baseline performance in 2015.
- The percentage of school boards adopting SPGES will meet or exceed 80%.

## Next Generation Support Systems

#### Objective

- Data will be used to inform decision making as well as teaching and learning.

#### Indicators

- The proficiency rate for all programs as measured by program reviews (elementary, middle and high combined) will meet or exceed 68.9%.
- KDE will implement training and support for schools and districts to ensure validity and reliability of program review ratings. KDE will implement a state and district audit process to ensure validity and reliability of program review ratings.

## Next Generation Schools and Districts

#### Objective

- All schools and districts will be effective.

#### Indicators

- KDE will propose modifications to the Unbridled Learning accountability model and successfully guide the regulation through the legislative process for implementation in the 2015-16 school year.

<ul style="list-style-type: none"> <li>• The percentage of proficient and distinguished districts reported in 2015 will meet or exceed 51%.</li> </ul>
<ul style="list-style-type: none"> <li>• The percentage of proficient and distinguished schools reported in 2015 will meet or exceed 51.7%.</li> </ul>
<ul style="list-style-type: none"> <li>• 100% of Priority Schools will improve student learning outcomes and meet their Annual Measureable Objective (AMO) as established by the Unbridled Learning accountability model.</li> </ul>
<ul style="list-style-type: none"> <li>• 100% of Focus Schools/Districts will improve student learning outcomes and meet their Annual Measureable Objective (AMO) as established by the Unbridled Learning accountability model.</li> </ul>
<ul style="list-style-type: none"> <li>• Specific goals for CIITS will be developed to replace RTTT goals.</li> </ul>

## Strategic Process Development for KDE Support and Guiding Processes

### Objectives

- The effectiveness and efficiency of KDE support and guiding processes will improve.
- Requirements from federal and state authorities will be implemented.

### Indicators

- A minimum of 100 best practices will be posted to the KDE website by August 2015.
- KDE and KASA will successfully implement North Star (effectiveness and efficiency project) with 20 school districts and report to the KBE on progress by October 2015.
- Attendance at Council of Chief State School Officers' events and contacts with Kentucky's national congressional delegation will occur.
- KDE will obtain an extension of the NCLB waiver.