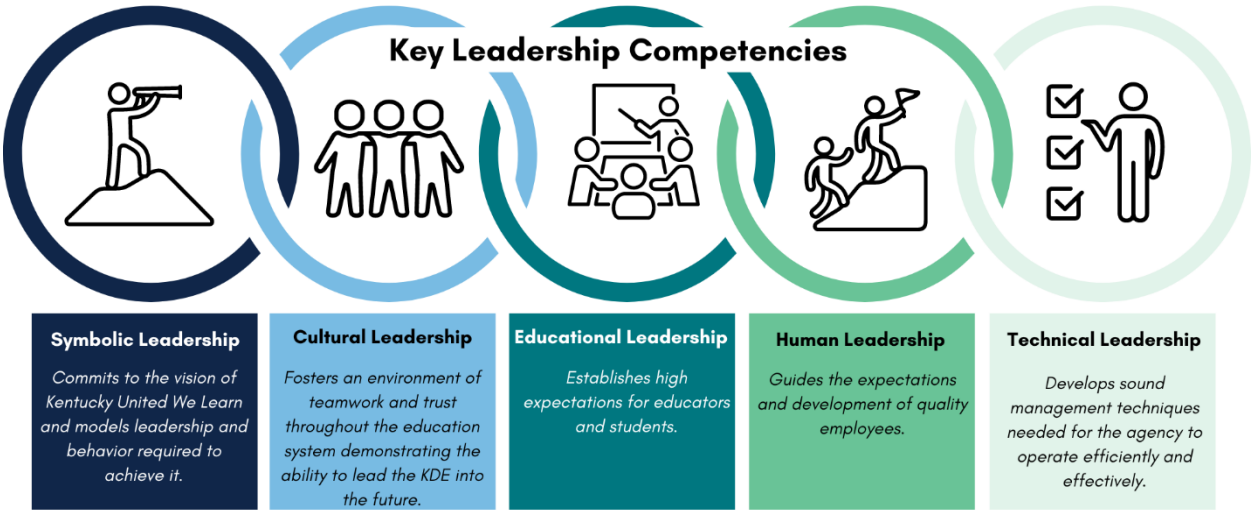
Kentucky Board of EDUCATION

Commissioner Evaluation and Communication Plan

Evaluation Plan

The proposed evaluation plan for October 2026 – October 2027 will be based on the Council of Chief State School Officers (CCSSO) Chief Evaluation Tool and the Commissioner's goals established by the Board. The Commissioner's goals for the year will be identified during the Board's regular meeting in October 2026.

This tool covers five leadership areas—technical, human, educational, cultural, and symbolic—each with detailed competencies. The CCSSO Chief Evaluation Tool has been used as the framework for evaluating previous commissioners.



As part of the evaluation process, the Commissioner will provide a self-reflection on each of the CCSSO leadership areas and a narrative detailing progress on the goals established for 2026-2027. This reflection and narrative must be submitted at least 30 days before the evaluation date.

Board members will review the Commissioner's self-reflection and provide their comments and feedback to the Chair, highlighting strengths and any opportunities for growth. The Chair and Vice Chair will then compile and summarize this feedback into a summative evaluation report. Once approved by the Board, this report will serve as the Commissioner's final annual evaluation document.

Communication Plan

The Commissioner/Kentucky Department of Education (KDE) will share the following with all Kentucky Board of Education (KBE) members:

- KBE Weekly Update: A weekly update highlighting time-sensitive matters of interest to the Board as well as an overview of the Commissioner's appointments/calendar.
- Commissioner's Weekly Message: A weekly email message shared with superintendents advising them of programmatic and/or policy issues that affect local districts.

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- Capitol Class Notes: A bulletin sent every other week to state and federal lawmakers typically featuring a message from the Commissioner and KDE-produced stories about efforts taking place inside Kentucky's classrooms.
- Media Releases: All media releases from the KDE Division of Communications.
- Education Headlines: A summary of education media headlines from Kentucky and across the nation.
- Bi-Weekly check-in with the Chair and Vice-Chair and a communication from the commissioner to the board specifically addressing updates provided in the check-in.
- Targeted communication with board members as needed.

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