

Kentucky Professional Growth and Effectiveness System

Kentucky is creating a new Professional Growth and Effectiveness System (PGES). The goal of this system is to increase student learning by ensuring that each student is taught by an effective teacher.

The Educator Quality Oversight Committee (EQOC)/JCPS 50/50 Evaluation Committee, has worked together passionately and collaboratively to reach consensus and recommend the adoption of the Kentucky Department of Education (KDE) Professional Growth and Effectiveness System. The collaborative statement is as follows:

Continuing through the 2014-2015 school year, the District intends to implement and review the pilot of all components/instruments of the Kentucky Professional Growth and Effectiveness System (KPGES).

The District requests the right to field test alternate and comparable components/instruments for consideration and approval by the Kentucky Board of Education.

This recommendation is focused on the evaluation component of the growth system, which is defined as such:

The Teacher PGES

Kentucky has adopted the Framework for Teaching based on the work of Charlotte Danielson. The framework includes indicators of effective teaching in five domains of practice;

- Planning and Preparation
- Classroom Environment
- Instruction
- Professional Responsibilities
- Student Growth

The PGES will include **Multiple Measures for Teachers** including; Observation, Peer Observation, Reflection, Professional Growth, Student Growth, and Student Voice.

Through the Board approved Joint Statement of Commitment for the Collaborative Development of a Jefferson County Educator Growth System, JCPS and JCTA, through the EQOC, intend to implement the PGES while also researching and piloting other elements that will enhance a complete and comprehensive Educator Growth System (EGS).

After two collaborative visits by JCTA and JCPS representatives to Montgomery County, Maryland, great excitement was expressed by all involved to begin work on an entire, connected system to support teaching, learning, professional growth, and staff development from recruitment through retirement for all JCPS educators, modeled after Montgomery County. Through the collaborative adoption of the state's Framework for Teaching based on the work of Charlotte Danielson, and all of the elements defined by the KDE, the joint committee will begin work to develop an improved and enhanced Educator Growth System with components such as (University Collaborative) Recruitment, Peer Assistance and Review (PAR), Induction, aligned Professional Development, and other elements to support all educators throughout their careers.

We are committed to collaboration that is in the best interest of our employees, and that we completely understand and are very well aware will have the greatest impact on the achievement of our students.