This is a decision paper.

To: Hardin County Board of Education

From: Nannette Johnston, Superintendent

Date: June 8, 2013

Re: Implementation of the Professional Growth and Effectiveness System and the Superintendent Effectiveness System Field Test

Facts: During the 13-14 school year all school districts in the state of KY are piloting a new system of evaluation for teachers and principals called the Professional Growth and Effectiveness System. This is a professional growth-oriented system that will be counted toward the accountability scores in 2014-15. During the 2013-14 school year, districts are required to field test the system in at least one tenth of their schools with 5-9 teachers from each school participating. In Hardin County, we have designed a support structure to prepare all schools for implementation. Five schools (Heartland, Lakewood, Radcliff, West Hardin, Central) will serve as pilot schools and use this system with 5-9 teachers while also mentoring their colleagues in the process. I will be using the new effectiveness standards and system with the pilot principals. All principals and assistant principals are participating in the 60 hour training module this summer, will select at least 1 teacher in their school to observe and will work with a pilot school to observe the process.

High expectations and accountability begins with the leader. The Next Generation Superintendent Standards and Effectiveness System is in the stages of refinement with the goal of a statewide pilot beginning in the 14-15 school year. However, I would like to field test this system with our board in the 13-14 school year. This field test will assist the state in refining the system, immerse our board in this process with our schools and demonstrate that we embrace growth and effectiveness model for all staff.

Recommendation Motion: I move that the Hardin County Board of Education implement the Next Generation Superintendent Standards and Effectiveness System as the means to evaluate the superintendent beginning in the 2013-14 school year.