

**Professional Growth & Effectiveness System Update  
Board Work Session  
Monday, February 10, 2014**

**Implementation Timeline**

**2013-2014**

Statewide implementation via a statewide pilot, in every district, within at least 10% of our schools.

**JCPS Pilot Schools**

*Atherton High School*

*Blue Lick Elementary*

*Carter Traditional Elementary*

*Crosby Middle School*

*Crums Lane Elementary*

*Eisenhower Elementary*

*Engelhard Elementary*

*Farnsley Middle School*

*Jefferson County Traditional Middle School*

*Jeffersontown Elementary School*

*Johnsontown Road Elementary School*

*Kammerer Middle School*

*Laukhuf Elementary School*

*Liberty High School*

*Lowe Elementary*

*Meyzeek Middle School*

*Schaffner Traditional Elementary*

*Shelby Elementary*

*Slaughter Elementary*

*Stonestreet Elementary*

*Wheeler Elementary*

*Wilt Elementary*

*\*\*Priority Schools are also participating as awareness schools, building capacity for TPGES among teachers and administrators in these schools.*

- Each pilot school has at least 5-9 teachers piloting all of the components of TPGES with the principal.
- Each pilot principal and assistant superintendent, are partnering to participate as PPGES pilots.
- Each pilot school participated in the VAL-Ed Principal Survey.
- Each pilot school will participate in the Student Voice Survey.
- The district purchased a TeachScape license for every principal and assistant principal in the district to become proficient and certified in the Charlotte Danielson Observation Tools.

**2014-2015**

Full statewide implementation in every school, with a select number of teachers in their non-summative year, participating with the principal. (Will not be used for personnel decisions or state accountability.)

**2015-2016**

Full statewide implementation and adoption—every teacher in every school, in every district, across the state. (Will be used to make personnel decisions, and will be included in state accountability.)

**Educator Quality Oversight Committee (EQOC)**

- Functions as JCPS's Collaborative 50/50 committee.
- Is made up of five teachers and five administrators.

Tiffeny Armour, Director ARD	John Ansman, Principal
Alan Young, Project Manager	Tony Prince, Teacher
Jo McKim, Goal Clarity Coach	Marty Pollio, Principal
Margie Eckerle, ETC Region 4	Royce Whitman, Teacher
Beverly Chester-Burton, Teacher	Faith Stroud, Principal
- Meets bi-monthly to provide collaborative input, oversight, and communication in relation to PGES implementation, feedback loops, and educator growth system engagement and planning.

### **JCPS/KDE U.S. Education Delivery Institute (EDI) Collaboration Team**

In partnership with the Kentucky Department of Education, and their work with EDI, JCPS along with Fayette County, were invited to engage in a self-assessment of PGES implementation utilizing their provided rubric. This district administrative team is involved in the day-to-day planning and implementation of information, resources, tools, guidelines, and checklists that impact the school level, and attend state meetings to provide feedback, and obtain updates.

This team meets weekly, and is comprised of Tiffeny Armour, Alicia Averette, Glenn Baete, Julie Barrett, Dena Dossett, Margie Eckerle, Joe Leffert, and Marco Munoz.

From this work the *Strategies to Address Identified Needs from JCPS Self-Assessment using EDI Rubric* document was developed as our implementation plan and focus areas (attached). A Professional Growth and Effectiveness Planning Responsibility Matrix (attached) has also been developed with the input of Cabinet, organized around the nine Strategy/Focus areas, to ensure district-wide engagement and accountability to support our schools in this endeavor.

### **KDE & the Teacher Effectiveness Steering Committee**

Recommendations on State Regulations, Decision Rules to support districts and schools, and other guidelines continue to be disseminated and go before the State Board of Education for approval.

Each district will have to write, and approve, a District Certified Evaluation Plan (CEP).

A model evaluation plan has been provided as a resource to assist districts (attached).

All of our district committees and team members will be working collaboratively to create a draft plan that will need JCPS Board approval by December 2014.

KDE asked all district Points of Contact to complete the *Certified Evaluation Plan Check List*. In completing this checklist, we were able to analyze the model CEP and create a “to-do list”, by page, of decisions and plans that need to be addressed in the next few months (attached).

### **Additional Information:**

- Summer professional development is being planned for all principals and their teacher teams.
- All teachers will receive a copy of The Framework for Teaching.
- All certified staff will begin receiving the PGES Newsletter from KDE.
- Communications and our technology departments are fully engaged as partners to ensure that we are equipped with the tools and resources to support schools, and to communicate clearly and consistently to all stakeholders.