

# **KENTUCKY DEPARTMENT OF EDUCATION**

## **STAFF NOTE**

### **Review Item:**

Update on Superintendent Professional Growth and Effectiveness System (SPGES)

### **Applicable Statute or Regulation:**

KRS 156.557 (6) (a)

### **History/Background:**

*Existing Policy.* KRS 156.557(6)(a) states that, “each superintendent shall be evaluated according to a policy and procedures developed by the local board of education and approved by the department.” At the April Kentucky Board of Education (KBE) meeting, an update will be provided on the work of the SPGES.

In the spring of 2013, the Commissioner met with the Superintendents Advisory Council concerning superintendent evaluations and standards. In order to improve transparency relative to superintendent evaluation, provide meaningful feedback to align superintendent and local boards of education professional learning experiences with needs, and inform superintendent preparation design, the council made three recommendations to which the Commissioner agreed.

1. By December 2013, each local board and superintendent are to work together to incorporate three specific components into their current superintendent evaluation process: district delivery targets, resources/support systems and facilities/support systems. Assurances and evidences that these critical conversations between the superintendent and local board of education have occurred will be provided to the Kentucky Department of Education (KDE) by district staff through an easy-to-use Superintendent Evaluation Diagnostic that will be available in ASSIST, an online tool that districts and schools are currently using for continuous improvement plans and processes.
2. The Kentucky Association of School Administrators (KASA) should engage with the Kentucky Association of School Superintendents (KASS) and the Kentucky School Boards Association (KSBA) in the development of a unified set of new superintendent standards and evaluation procedures. The three organizations are to work together to finalize a superintendent effectiveness system in time for implementation in the 2015-16 school year.

KASA started this work back in 2011-12 when it became clear that there was a critical need to more clearly define expectations for the performance of new superintendents. KASA piloted the standards with the 2012-13 new superintendent training cohort. A statewide pilot is scheduled for the 2014-15 school year.

3. By December 2014, local boards will adopt the new superintendent effectiveness system or a locally-developed system meeting the same criteria. Any locally-developed system will require KDE approval. Again, the new superintendent effectiveness system would be piloted statewide in the 2014-15 school year with statewide implementation in 2015-16.

In order to address the recommendations made by the Superintendents Advisory Council, the Commissioner convened the Next Generation Superintendent Effectiveness System Steering Committee (NxGSESSC). The charge to the NxGSESSC was to:

- Develop a superintendent effectiveness instrument for the 2014-15 statewide pilot with statewide implementation for 2015-16; and
- Develop a rubric for the district-developed superintendent effectiveness tool option that when developed will enable initiation of the board member training process and enable an initial training process for the Council on Postsecondary Education and the Education Professional Standards Board linked to the superintendent preparation process.

The NxGSESSC had its initial meeting on August 15, 2013 and met again on March 17. The following attachments are the draft products produced by the NxGSESSC:

Attachment A - Superintendent Summative Evaluation document  
Attachment B - SPGES Rubric for Locally Developed System  
Attachment C - Superintendent Leadership Plan, Draft Version 6

By October 15, 2014, local boards of education will be asked to report on whether their district will be using the tools developed by the NxGSESSC or develop their own. Attachment B will provide parameters to local boards of education for their system development.

At the April KBE meeting, Dr. Tommy Floyd, KDE Chief of Staff, will lead the discussion on this item. He will be joined by Superintendent T.C. Cruey of Kenton County and Superintendent Henry Webb of Floyd County.

### **Impact on Getting to Proficiency:**

The SPGES framework is intended to provide:

- A framework for understanding the many complex elements of superintendents' work that helps practitioners focus on the most important aspects of the job;
- A roadmap for the ongoing professional growth and effectiveness of Kentucky's superintendents from career entry through career exit;
- A basis upon which support for superintendents can be individualized based on demonstrated performance in particular standards and indicators;
- The basis upon which the superintendent's support team can make a determination about successful completion of the state's induction program; and
- Meaningful feedback to all stakeholders that provide superintendent and/or local board member professional development.

The SPGES standards will:

- Be incorporated into educator preparation programs across Kentucky institutions of higher education forming the basis for superintendent licensure and certification;
- Enable local boards of education to focus superintendent growth goals and superintendent evaluation on demonstrated standards-based performance expectations;
- Guide the ongoing professional growth and continuous improvement of Kentucky superintendents and other district administrators through a Superintendent Effectiveness Community of Practice model; and
- Complete and complement Kentucky's developing system of educator effectiveness, which currently includes the Teacher Professional Growth and Effectiveness System and the Principal Professional Growth and Effectiveness System.

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**Commissioner of Education**

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