

Superintendent Professional Growth and Effectiveness System (SPGES) Rubric for Locally Developed System

The following represents the approved parameters for the creation of a locally developed superintendent professional growth and effectiveness system. The intent of this rubric is to ensure that if a local board chooses to develop its own superintendent professional growth and effectiveness system, the resulting system is aligned and equivalent to the system developed by the Next Generation Superintendent Effectiveness System Steering Committee (NxGSESSC). During the 2013-14 school year the NxGSESSC met to develop the recommended tool for utilization by Kentucky school boards in the evaluation and development of their superintendent. In accordance with the direction of the Commissioner of the Kentucky Department of Education, the following guidelines are provided as a guide for any district to consider the creation of an aligned SPGES system that will be submitted for approval by the Kentucky Department of Education per KRS 156.557. *(A copy of the SPGES documentation developed by the NxGSESSC can be found at _____education.ky.gov.)*

The locally developed format will, at a minimum:

- Include a formative document (superintendent leadership plan) and a summative document.
- Be clearly based on and aligned to research-based, common standards (i.e. steering committee work equivalence)
- Allow for a competency/growth model (i.e. steering committee work equivalence)
- Include performance-based, non-numerical, superintendent performance levels (i.e. steering committee work equivalence)
- Allow opportunities for superintendent-provided evidence in standards of emphasis
- Support superintendent self-reflection and self-evaluation process
- Support superintendent/board collaborative identification of standards for emphasis
- Establish clear growth goals in targeted areas for superintendent evidences

Anticipated Timeline:

June 2014 – SPGES document(s) and alignment rubric in final form

July 2014 – Letter to superintendents and board chairs on preference for SPGES or locally developed system

October 2014 – Districts to notify department choice of SPGES or locally developed system

2014-15 – SPGES statewide pilot

2015-16 – SPGES statewide implementation