

# **KENTUCKY DEPARTMENT OF EDUCATION**

## **STAFF NOTE**

### **Review Item:**

Professional Growth and Effectiveness System Update

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

KRS 156.557, 704 KAR 3:370

### **History/Background:**

***Existing Policy.*** Since the approval of 704 KAR 3:370, Professional Growth and Effectiveness System (PGES), at the April KBE meeting, statewide implementation of PGES for the 2014-15 academic year, as required by KRS 156.557, is underway in anticipation of the finalization of 704 KAR 3:370 through the legislative review process.

In order to support implementation, KDE has done the following to support districts and schools:

- Developed a communication plan so that not only the education community but the broad community can understand how important teacher and leader effectiveness is and how they can support the efforts.
- Provided feedback on Certified Evaluation Plans, not only to ensure compliance, but to suggest best practices to ensure successful implementation at the local level.
- Provided resources to support quality implementation.
- Continued to partner with the Education Professional Standards Board (EPSB) and the Council on Postsecondary Education (CPE) to ensure that PGES is seen as one part of the larger picture of improving and supporting teacher and leader effectiveness.
- Interacted with professional organizations such as KSBA, KEA and KASC to ensure that messages are consistent and stakeholders understand their role in supporting teacher and leader effectiveness.
- Collaborated with the EPSB as they align the Kentucky Internship Program with PGES.
- Continued data collection to inform implementation moving forward.

KDE staff will continue to meet with the Teacher and Principal Effectiveness Steering Committees as more data is collected during the first year of implementation for the purpose of continuous improvement.

**Impact on Getting to Proficiency:**

The PGES is providing teachers and principals with “just in time” feedback to inform practice and provide support for professional growth. A common statewide effectiveness system provides the opportunity to build capacity and support to guide the teaching and learning processes. The system is also equipping classroom teachers to own student and professional learning, to optimize the use of their leadership and teaching skills to meet the needs of all students and to close gaps.

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**Commissioner of Education**

**Date:**

June 2015