

MEMORANDUM

TO: The Kentucky Board of Education
FROM: Terry Holliday
RE: Annual Commissioner's Self-Evaluation – Report on 2013-14 Goals
DATE: September 30, 2014

I wish to express to the members of the Kentucky Board of Education (KBE) my appreciation for its continued support and encouragement. Kentucky continues to be recognized by many as a leader in education progress and reform.

As is customary, I am providing the board with my self-evaluation data based on the results of the 2013-14 goals upon which we agreed. The data in response to each goal appears below in *red italics*.

Also, as further evidence of progress, I will be sending you a document summarizing the last five years of accomplishments and a summary of assessment results under separate cover from this self-evaluation

I look forward to discussing these results with you as part of the October 7, 2014, Kentucky Board of Education meeting.

Relationship Building and Communication

- KDE will provide schools and districts with testing information as required by Senate Bill 1 within 75 days of test administration (close to August 1). – *Response: Individual test scores were returned to schools/districts on Monday, August 4, 2014.*
- The commissioner will meet quarterly with education stakeholder groups through the Unbridled Learning Guiding Coalition to receive feedback on the implementation of the accountability model. – *Response: The Guiding Coalition continues to meet quarterly. Since last year's evaluation, they met on November 19, 2013; February 11, 2014; May 13, 2014 and August 12, 2014. Minutes for each meeting can be found at: <http://education.ky.gov/CommOfEd/adv/Pages/Unbridled-Learning-Guiding-Coalition.aspx>.*
- The commissioner will visit each education cooperative and participate in a question and answer session with these superintendents at least one time per year. – *Response: The commissioner visited each education cooperative and conducted an interactive session during August 2014 through November 2014. (NKEC is scheduled for November 12 to make up for the August 20 session that had to be cancelled due to a delayed flight.)*
- Satisfactory and above annual ratings on the Kentucky Department of Education (KDE) customer satisfaction survey will meet or exceed 75%. – *Response: The online survey was available for four weeks (August 11-September 9, 2014) and 253 respondents participated in the survey. All questions received an annual rating above 75%. 86.8% indicated a response was received within 24 hours; 76.6% indicated the response*

addressed their need; 82.4% had no concerns about the accuracy of the response and 92.7% indicated their interaction was handled in a professional manner.

- Satisfactory ratings on the commissioner's KDE 360 survey will meet or exceed 85%. The commissioner will develop specific strategies and actions to address 2 key questions: *The Commissioner improves internal communication to ensure integrated and cross-functional understanding of KDE's work and the Commissioner respects and listens to all levels of employees.* – ***Response: The commissioner's KDE 360 survey was made available online to all KDE staff via e-mail for three weeks (August 11-29, 2014) and 336 respondents participated in the survey. Ratings were up from the year before on each question and all indicators exceeded 85%. The breakdown of the results was as follows: The Commissioner makes decisions in the best interest of Kentucky children. (98.2% agreed); The Commissioner exhibits visionary leadership. (96.5% agreed); The Commissioner provides clear direction and measurable goals. (98.9% agreed); The Commissioner improves internal communication to ensure integrated and cross-functional understanding of KDE's work. (93.9% agreed); and The Commissioner respects and listens to all levels of employees. (89.1% agreed)***
- The commissioner will meet with key editorial boards to focus on school funding needs prior to or during the 2014 legislative session. – ***Response: The commissioner met with the editorial boards of the Louisville Courier-Journal (Dec. 10, 2013), the Lexington Herald-Leader (Dec. 12, 2013) and the Cincinnati Enquirer (Feb. 4, 2014) to focus on school funding needs and communicate the results of the Unbridled Learning accountability model.***
- The commissioner will continue use of social media and monthly superintendents' webcasts to improve relationships and communication with local superintendents and conduct an annual superintendents' summit. – ***Response: The commissioner continued use of social media and conducted superintendents' webcasts on 1/27/14, 2/24/14, 3/28/14, 4/30/14, 8/5/14, and 9/24/14. Additionally, the annual Superintendents' Summit for all local district superintendents was held on 9/11/14. Weekly communications (Fast Five on Friday, Monday E-mail and Commissioner's Blog) have continued as well.***
- The commissioner will meet individually or in small groups with members of the House/Senate Education Committees to build relationships and communicate the KBE legislative priorities and will support legislation proposed by legislators that is aligned with the KBE goals and priorities. – ***Response: During the past year, I slightly changed strategies. While I did meet personally with the majority of individual members of the education committees, I focused my attention on leadership and chairs of the Appropriations and Revenue Committees. This strategy focused on our top funding requirements. I believe the strategy was fairly successful.***

Next Generation Learners

Objectives

- All students will perform at or above proficiency and show continuous improvement (achievement/growth).
- All students will succeed (gap closure).
- Every student will graduate from high school (graduation).
- Every student will graduate from high school college/career ready (readiness).

Indicators for 2011-12

- The cohort graduation rate reported in 2014 will meet or exceed 87.4%. – ***Response: The cohort graduation rate reported this year was 87.4% (4-year rate) and 87.9% (5-year rate).***
- The college/career readiness rate reported for the class of 2014 will meet or exceed 58%. – ***Response: The college/career readiness rate reported for the class of 2014 was 62.3%.***
- The proficiency rate for grades 3-8 reported in 2014 will meet or exceed 55%. – ***Response: The proficiency rate for grades 3-8 reported in 2014 was 50.5%.***
- The proficiency rate for the non-duplicated gap group, grades 3-12, reported in 2014 will meet or exceed 42%. – ***Response: The non-duplicated gap group proficiency rate for grades 3-12 was 38.1%.***

- The kindergarten readiness rate reported in fall 2014 will meet or exceed 57.5%. – **Response: Districts will submit this data by the end of October 2014 with the goal of reporting the data by the end of November 2014.**
- The 3rd grade proficiency rate reported in 2014 will meet or exceed 56.9%. – **Response: The 3rd grade proficiency rate reported in 2014 was 50.0%.**

Next Generation Professionals

Objectives

- Every student will be taught by an effective teacher.
- Every school will be led by an effective leader.

Indicators

- KDE and the Teacher Effectiveness Steering Committee will propose a regulation to include a summative model for teacher evaluation no later than the February 2014 KBE meeting. – **Response: 704 KAR 3:370 was proposed in February 2014 and approved at the April 2014 KBE meeting.**
- KDE and the Principal Effectiveness Steering Committee will propose a regulation to include a summative model for principal evaluation no later than the February 2014 KBE meeting. – **Response: 704 KAR 3:370 was proposed in February 2014 and approved at the April 2014 KBE meeting.**
- KDE and the Superintendent Effectiveness Steering Committee will propose a regulation to include a summative model for superintendent evaluation no later than the April 2014 KBE meeting. – **Response: The model for superintendent evaluation was presented to the KBE in April 2014.**

Next Generation Support Systems

Objective

- Data will be used to inform decision making as well as teaching and learning.

Indicators

- The proficiency rate for arts/humanities program reviews (elementary, middle and high combined) will meet or exceed 38.4%. – **Response: The proficiency rate for arts/humanities program reviews was 62.5%.**
- The proficiency rate for practical living program reviews (elementary, middle and high combined) will meet or exceed 37.5%. – **Response: The proficiency rate for practical living program reviews was 62.9%.**
- The proficiency rate for writing program reviews (elementary, middle and high combined) will meet or exceed 40.9%. – **Response: The proficiency rate for writing program reviews was 65.6%.**
- KDE will meet or exceed all Race to the Top (RTTT) goals for the Continuous Instructional Improvement Technology System (CIITS) (curriculum and instructional development, classroom assessments and reporting, and the Educator Development Suite). – **Response: See the charts found below for these results:**

(B)(3) Performance Measures	Current Actual Data	End of SY 2013-2014
Percentage of participating LEAs who create and publish aligned curriculum maps through the Continuous Instructional Improvement Technology System (CIITS).	54%	75%
Percentage of teachers in participating LEAs who create and publish lesson plans through the Continuous Instructional Improvement Technology System (CIITS).	64%	50%

(C)(3) Performance Measures	Current Actual Data	End of SY 2013-2014
Percentage of educators in participating LEAs who have used the Assess Admin module to create assessments.	67%	50%
Percentage of educators in participating LEAs who have used the School & District Data module to view key performance indicators to create reports to make decisions impacting classroom teaching and learning.	75%	50%

(D)(5) Performance Measures	Current Actual Data	End of SY 2013-2014
The percentage of educators in participating LEAs who participated in formal on-line or face to face professional learning experiences on the use of the Continuous Instructional Improvement Technology System (CIITS) to increase their knowledge of how to implement highly effective teaching and learning in the classroom.	65%	55%
Percentage of educators in participating LEAs accessing professional learning opportunities through the professional development arm of EDS. As evidenced in at least the annual review of each teacher's professional growth plan.	65%	50%

- A system to track interventions required by state statute and KBE regulations will be implemented in Infinite Campus by fall 2014 for all schools and districts. An analysis of the effectiveness of certain interventions will be presented to the KBE by its December 2014 KBE meeting. – ***A system to track interventions required by state statute and KBE regulations was implemented through the intervention tab in Infinite Campus (IC) beginning in April 2014. It was optional for the 2013-14 school year, but it is required for the 2014-15 school year. Beginning in 2014-15, the following schools will be required to collect intervention data using the new IC custom intervention tab for specific students: Third-Year Focus Schools - All Novice Students; High Schools - All seniors who did not meet the ACT benchmark(s) on their junior year ACT assessment; Read to Achieve (RtA) Grant Schools - All students served through grant funds; Mathematics Achievement Fund (MAF) Grant Schools - All students served through grant funds; and All Schools Offering Extended School Services (ESS) – The intervention tab replaces the ESS tab for all students. The analysis of the effectiveness of certain interventions will be available in August 2015.***

Next Generation Schools and Districts

Objective

- All schools and districts will be effective.

Indicators

- The percentage of proficient and distinguished districts reported in 2014 will meet or exceed 44%. – ***Response: The percentage of proficient and distinguished districts was 55.0%.***

- The percentage of proficient and distinguished schools reported in 2014 will meet or exceed 44.8% - *Response: The percentage of proficient and distinguished schools was 50.2%.*
- 100% of Priority Schools will improve student learning outcomes and meet their Annual Measureable Objective (AMO) as established by the Unbridled Learning accountability model. – *Response: 87% of the Priority Schools met their Annual Measureable Objective (AMO) in the 2014 school year.*
- 100% of Focus Schools/Districts will improve student learning outcomes and meet their Annual Measureable Objective (AMO) as established by the Unbridled Learning accountability model. – *Response: 80% of the Focus Schools/Districts met their Annual Measureable Objective (AMO) in the 2014 school year.*

Strategic Process Development for KDE Support and Guiding Processes

Objective

- The effectiveness and efficiency of KDE support and guiding processes will improve.
- Requirements from federal and state authorities will be implemented.

Indicators

- A minimum of 50 best practices will be posted to the KDE website by August 2014. – *Response: Currently, 77 best practices have been vetted by a KDE cross-agency team and posted to the best practice website.*
- KDE and KASA will successfully implement the North Star (effectiveness and efficiency project) with 10 school districts and report on progress by October 2014 to the KBE. – *Response: In FY14, KDE provided grant funding to the Kentucky Association of School Administrators (KASA) to implement the North Star (effectiveness and efficiency project). KASA conducted a rigorous grant application process. Grants were broken up into Tier 1 grants of \$10,000 for Process Leadership Study Grants and Tier 2 grants of \$40,000 for more intensive specific work.*

Tier 1 grants were designed to provide for a Process Leadership Study. This work covered several days of intensive work in each district. The following districts were awarded Tier 1 grants: Bullitt County, Owsley County, Pineville Ind., Christian County, Paducah Ind., Owensboro Ind., Middlesboro Ind., Perry County, and Raceland Ind. All nine districts have participated in the Process Leadership Study and have submitted a report to KASA for review.

Tier 2 grants were designed for districts to focus on specific issues within their school and district operations. Community Action Teams were formed around issues designed to drive student achievement and/or issues to drive cost savings. This work involved several months of intensive project work with the team being fully trained on PPM methodologies. The following districts were awarded Tier 2 grants: Boone County, Nelson County, Daviess County, Garrard County, Lee County, and Martin County. Four districts (Boone, Nelson, Daviess and Garrard) should have work completed by the end of October 2014. Two districts (Lee and Martin) should have work completed by December 2014.

KDE and KASA anticipate taking the results from both Tier 1 and Tier 2 grants and using this information to refine and revise the FY15 grant application process. A progress report on this project will occur at the December 2014 KBE meeting.

- The Southern Regional Education Board (SREB) will complete a needs assessment of Career and Technical Education and present recommendations to integrate and elevate career and technical centers (local and state) prior to 2014 legislative session. – *Response: Since the release of the report in late January 2014, the study's findings have been presented to the following groups: CTE Advisory Committee (April 8, 2014), Kentucky Board of Education (April 9, 2014), and Interim Joint Committee on Education (June 9, 2014). To address some of the recommendations in the report, KDE has initiated the following: an in-depth study related to the funding of CTE and professional learning opportunities for 17 of the centers through SREB's Technology Centers That Work.*

- Attendance at Council of Chief State School Officer events and contacts with Kentucky's national congressional delegation will occur. *Response: I met with Senator McConnell and his staff during the March CCSSO legislative session. I have attended all CCSSO events due to serving as president this year.*
- KDE will obtain an extension of the NCLB waiver. – *Response: Kentucky was granted an extension of the NCLB waiver by the U.S. Department of Education on August 14, 2014.*