

KENTUCKY BOARD OF EDUCATION

Dr. Terry Holliday
Commissioner of Education

December 3, 2014

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Dr. Terry Holliday, Commissioner
Kentucky Department of Education
1st Floor, Capital Plaza Tower
500 Mero Street
Frankfort, KY 40601

Dear Terry:

Pursuant to the statutory mandate, the Kentucky Board of Education (KBE) has completed your annual evaluation. This evaluation was verbally shared with you on October 7, 2014, at the regular KBE meeting in Frankfort. This letter serves as the official written record of that discussion.

Your performance during 2013-14 continues to be outstanding. The five-year progress report that accompanied your self-evaluation is quite impressive and it is appropriate to celebrate and recognize how far we have come. Since the progress report supports the profound impacts that have occurred under your leadership, we are attaching it to this letter as an official part of your evaluation.

Numerous accomplishments over this past year are deserving of recognition; however, we especially commend you for:

- Significant gains in the measures of college and career readiness and graduation rate are tremendous for a second year in a row. The college/career readiness rate jumped to 62.3 percent – up from 54.1 percent last year and 47.2 percent in 2012. The four-year graduation rate is up as well – from 86.1 percent in 2012-13 to 87.4 percent in the 2013-14 school year. These are so important in terms of what they mean for the students of our state and serve as a centerpiece for the Unbridled Learning system.
- The communication area was one of the strongest parts of your self-evaluation with every goal being met. Especially of note are the positive results of the Kentucky Department of Education 360 Survey, which indicate internal communications are strong, and superintendents' communications, including the monthly webcasts with superintendents and the Superintendents' Summit, which received a high level of participation. On a broader scale, the Kentucky Core Academic Standards Challenge was an extensive opportunity for input into Kentucky's standards by all constituencies across the state. This

was an unprecedented communication effort that will result in stronger standards and an understanding of those standards by Kentuckians. Additionally, the board applauds the hiring of Tommy Floyd as chief of staff and sees the value he brings in attending to the direct needs of districts and partner groups. Overall, your ability as a communicator and teacher continue to amaze us and we point out this is true in spite of the voice condition that you have experienced. We do not see that this condition has impacted your effectiveness in any way.

- The design and regulatory completion of the Professional Growth and Effective System with its focus on continuous improvement is a monumental accomplishment. The implementation of this system makes clear that professional growth for educators is as important as student growth. You have modernized the profession with this comprehensive system.
- In the support system area, it is commendable that all of the Program Reviews exceeded their targets and districts are focusing on increasing the quality of these programs. We also commend you for the implementation of the Commonwealth Instructional Improvement Technology System and the deployment of this technology to support teaching and learning. As well, the implementation of a system to track interventions is key to making sure that all students' needs are attended to and we appreciate the attention to the board's request to ensure this occurred. The board looks forward to seeing the analysis of the results of the data from this intervention system in 2015.
- Your breadth of understanding of best practices from across the nation has benefited the districts in Kentucky. We applaud the amount of strategies that you have addressed and the level of improvement that has resulted. Moreover, the board recognizes the significance of having Unbridled Learning as the single accountability system and one that is balanced.
- Other outstanding accomplishments worthy of note include leading the board to begin to look at deeper learning options for teaching, learning and assessment/accountability; the resolution and policy statement on global competency; your serving as the President of the Council for Chief State Schools Officers; and receiving the National Association of State Boards of Education's Policy Leader of the Year award.

While the many positives far exceed areas for growth, some do exist and the board asks that you address the following in your professional growth plan for next year:

- Relationship building with all partners has been strengthened and improved. The board recognizes that relationship building is a two-way

street and that when implementing a systems approach to yield significant progress, pressure to improve can cause pushback. However, due to the importance of support from all partners in order to persist in moving forward, continued pursuit of productive, mutual relationships, based on listening and mutual respect, is necessary and requested for future emphasis.

- We recognize that gains were seen in the areas of closing the achievement gap and proficiency even though the progress fell short of the goals. It would be helpful to reflect in your self-evaluation document what the rate was the previous year so we can know the exact degree of progress. Due to not meeting the targets and the importance of these measures, continued focus on these must occur.
- The board asks that you direct some strategies/best practices toward addressing the number of school districts with serious financial problems.
- For the coming year, we see a next step as helping the board to understand how the results of our Unbridled Learning system compare with national measures and national trends.
- Due to some concerns about the accuracy of Program Review results and how the audits will assist us to verify the progress, we ask for a focus to address these concerns.

As is customary in your evaluation process, we ask that you come back to us at the December 3, 2014 board meeting with well-defined performance goals and measures for 2014-15.


Additionally, your annual salary has remained at the same amount since you began your tenure as Commissioner in 2009. During this time, you have been steadfast in your aversion to any mention of a salary increase. However, because of your outstanding performance, and pursuant to your contract that gives the state board the sole authority to increase your salary, the board will consider a formal motion at the December meeting to increase your salary by one percent (1%). This increase is consistent with and pursuant to the same 1% salary adjustment mandated by the General Assembly under the 2014 budget bill (HB 235) that will be received in 2014-15 by all other KRS Chapter 18A state employees in the same pay bracket, including all other leadership staff at KDE. In addition, this increase also is consistent with the same salary adjustment (of at least 1%) mandated by the General Assembly for all local school district employees in 2014-15. For all of these reasons, we believe that it is appropriate and necessary to consider a 1% increase in your annual salary.

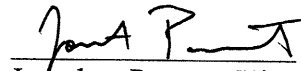
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In summary, the board strongly supports your continued tenure as commissioner and believes you are the right person at the right time to move Kentucky education forward. Thank you for all you have done and what you will do in the future for the students of our state.

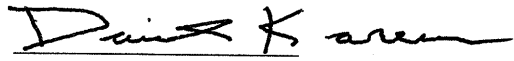
Sincerely,

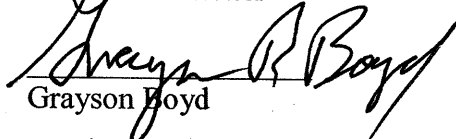
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Roger L. Marcum, Chair

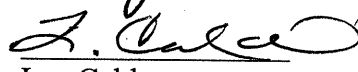

Jonathan Parrent, Vice Chair

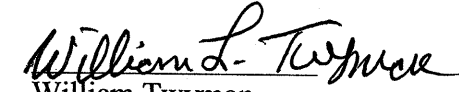

Trevor Bonnstetter


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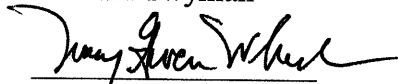

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