**District: \_\_Spencer County\_\_\_\_\_ Date of Review:\_\_\_4/27/15\_\_\_\_\_\_\_**

**Evaluation Contact Person: \_\_\_Chuck Abell\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

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|  **Page Number in District** CEP | Indicators taken from KRS 156.557 and 704 KAR 3:370  |
|  **A. Procedures and Plan:** |
| **Pg. 3** |  1. Developed by 50/50 Committee equal number of teachers and administrators. |
| **Pg. 5** |  2. Acted upon by local board of education (*include signed assurance document)* |
|  **B. Plan states that:** |
| **Pg. 6** | 1. Each local school district shall designate a contact person responsible for monitoring evaluation training and implementing the Professional Growth and Effectiveness System.
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|  **Pg. 15** | 1. Evaluators shall be trained and tested, and shall be approved by the department upon completion of the required evaluation training program and successful completion of testing.
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| **Pg 6.** | 1. The evaluation criteria and process used to evaluate a teacher shall be explained to and discussed with the teacher no later than the end of the first thirty (30) calendar days of reporting for employment for each school year.
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| **Pg. 11** | 1. The immediate supervisor designated primary evaluator.
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| **Pg. 13** |  5. The **Professional Growth Plans** align with school/district improvement plans. |
| **Pg. 13** |  6. There is an annual review of growth plans. |
| **Pg. 14** |  7. Teachers should receive a conference within **five (5) working days** of observation. |
| **Pg. 26** |  8. A summative evaluation conference shall be held at the end of the summative evaluation cycle and shall include all applicable Professional Growth and Effectiveness data.  |
| **Pg. 14** |  9. Annual evaluations with multiple observations are required for non-tenured certified personnel. |
| **Pg. 14** |  10. Multiple observations for tenured teachers when observation results yield an **ineffective** determination. |
| **Pg. 26** |  11. Summative evaluations **for tenured teachers** shall occur at least once every three years. |
| **Pg. 37** |  12. Administrators receive summative evaluations annually. |
| **Pg. 39** |  13. Evaluations will be documented on approved forms to become part of official personnel file. |
| **Pg. 42** |  14. An opportunity for written response **shall be included in** the official personnel record. |
| **Pg. 42** |  15. A copy of the evaluation is provided to evaluatee. |

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| **Page Number in District CEP** | Indicators taken from KRS 156.557 and 704 KAR 3:370  |
| **C. PGES - Certified Teacher** |
| **Pg. 12** | 1. Professional Growth Planning and Self-Reflection
 |
| **Pg. 13** | 1. Observation
 |
| **Pg. 13** | 1. Observation Model
 |
| **Pg. 14** | 1. Observation Schedule
 |
| **Pg. 16** | 1. Peer Observation
 |
| **Pg. 14** | 1. Observation Conferencing
 |
| **Pg. 15** | 1. Observer Certification
 |
| **Pg. 16** | 1. Observer Calibration
 |
| **Pg. 17** | 1. Student Voice
 |
| **Pg. 18** | 1. Local Student Growth Goal
 |
| **Pg. 18** | 1. Student Growth Percentile
 |
| **Pg. 21** | 1. Products of Practice/Other Sources of Evidence
 |
| **Pg. 22** | 1. Rating Professional Practice
 |
| **Pg. 23** | 1. Rating Student Growth
 |
| **Pg. 24** | 1. Determining the Overall Performance Category
 |
| **Pg. 26** | 1. Professional Growth Plan and Summative Cycle
 |
| **Pg. 44** | 1. Appeals Process
 |
| **D. PGES - Principal & Assistant Principal** |
| **Pg. 31** | 1. Professional Growth Planning and Self-Reflection
 |
| **Pg. 31** | 1. Site-Visits
 |
| **Pg. 32** | 1. Val-ED
 |
| **Pg. 32** | 1. Working Conditions Goal
 |
| **Pg. 33** | 1. Products of Practice/Other Sources of Evidence
 |
| **Pg. 33** | 1. State Student Growth Goal – School Report Cards
 |
| **Pg. 34** | 1. Local Student Growth Goal – ASSIST (School Improvement Plan)
 |
| **Pg. 34** | 1. Rating Overall Professional Practice
 |
| **Pg. 35** | 1. Rating Overall Student Growth
 |
| **Pg. 37** | 1. Determining Overall Performance Category
 |
| **Pg. 44** | 1. Appeals Process
 |
| **E. \*Other Certified Professionals** |
| **NA** | 1. \*Evaluation plan for Other Certified Professionals *(if running a dual system and not in the plan)*
 |
| **Pg. 44** | 1. \*Appeals Process for Other Certified Professionals
 |
| **F. Other Certified District Personnel** |
| **Pg. 41** | 1. Evaluation plan for Other Certified District Personnel
 |
| **Pg. 44** | 1. Appeals Process for Other Certified District Personnel
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