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

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

|  |  |
| --- | --- |
| **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. |
| **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. |
| **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. |
| **Pg. 11** | 1. The immediate supervisor designated primary evaluator. |
| **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. |

|  |  |
| --- | --- |
| **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 |