

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 initial approval of 704 KAR 3:370, Professional Growth and Effectiveness System (PGES), statewide implementation occurred during the 2014-15 school year as required by KRS 156.557. At the August meeting, results from this system will be shared along with a summary of implementation efforts.

Results: The overall effectiveness ratings of teachers and leaders showed 94% of teachers and 89% of principals were identified as Accomplished or Exemplary, the two highest performance categories in PGES. This has proven to be the case across many states in the country. An attachment to this staff note found on the board's online system gives a more complete picture of the lessons learned from both the teacher and principal PGES.

The PGES results indicate the need for continued implementation support as follows.

- Provide educator effectiveness regional coaches and coordinator to provide support for schools/districts to improve fidelity of the system.
- Build capacity of principals by partnering with the Kentucky Association of School Administrators (KASA) as well as establish additional principal supports through the regional cooperatives.
- Utilize the capacity building protocol to help districts identify a problem of practice and determine action steps for solving the problem and improving the use of the system.
- Continue to provide guidance and support through monthly ISLN monthly meetings with district leadership teams by tying the evidences and practices of PGES to daily practices to improve student outcomes.

KDE will continue to provide support to implement PGES with fidelity to increase effectiveness.

Impact on Getting to Proficiency:

This Professional Growth and Effectiveness System will enable all certified personnel to move beyond compliance to effectiveness and will ensure that all staff have responsibility for student achievement.

Contact Person:

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A handwritten signature in black ink, appearing to read "Ray Holliday". The signature is fluid and cursive, with a large initial "R" and a long, sweeping underline.

Commissioner of Education

Date:

August 2015