

MEMORANDUM

TO: The Kentucky Board of Education
FROM: Stephen L. Pruitt
RE: Annual Commissioner's Evaluation -- Goals for 2016-17
DATE: December 7, 2016

First and foremost, I am taking this opportunity to express my deep appreciation for the support the Kentucky Board of Education members give to KDE, me personally, and most importantly the students of the Commonwealth. The past year has been an absolute whirlwind, but it has also been one of the most exciting and fulfilling in my career. I am honored to be here and I relish the fact that I get to work with our staff and our schools each day. Kentucky has been a bellwether state for many years in the education world, but it is time to take our work to the next level. I am committed to closing our achievement gap, strengthening and building relationships, and communicating the needs of our students and schools. I also remain committed to our three pillars of equity, achievement, and integrity. We have the great opportunity ahead of us with a new accountability system that will push opportunity and equity; we cannot squander it.

Based on your feedback during the October 2016 evaluation process, I have incorporated your suggestions into the goals, strategies and indicators for the 2016-17 commissioner's evaluation process. Those are reflected below.

Relationships

Strengthen the connection with higher education as well as with early childhood/pre-K to enhance the alignment of the P-20 education system

In 2016-2017, I will

- Ensure every committee/task force includes members from higher education and early childhood (where appropriate)
- Add alternate monthly meetings with the president of KCTCS to ensure alignment of our CTE programming
- Continue monthly meetings with the president of CPE, Secretary of the Education and Workforce Development Cabinet, and Executive Director of EPSB
- Initiate standing meetings with representatives from Governor's Office of Early Childhood

Increase the visits to schools and districts

In 2016-2017, I will

- Visit 33 districts and at least 66 schools for a total of at least 33% of districts visited in 2 years
- Focus for the visits this year to be on science instruction at all levels and in off-tested years
- Visit at least three schools to discuss disproportionate rates of violations, suspensions, and expulsions to understand contributing factors.

Continue to build and strengthen relationships with all partners. Relationship building has definitely been strengthened and improved. The board recognizes that relationship building is a two-way process, but it needs continuous attention.

In 2016-2017, I will

- Continue to focus on strengthening relationships with superintendents, administrators, teachers, non-certified personnel, General Assembly members, and the Governor's Office
- Build new relationships needed to move the state forward, such as meeting with presidents for all content professional groups (e.g., Kentucky Science Teachers Association, Kentucky Reading Association)
- Continue standing meetings with KASS, KSBA, the president of CPE, Secretary of the Education and Workforce Cabinet, and Executive Director of EPSB
- Conduct annual town hall meetings
- Continue meetings with key legislative leaders

Communication

Increase the use of social media as a communication mechanism

In 2016-2017, I will

- Increase usage of social media by 25% to advertise school visits, town halls, important announcements, and to educate social media followers on KDE initiatives
- Increase all categories of communication support to shareholders by 5% as reflected on the customer service survey

Bring clarity and explanation to e-mail communication perhaps either dealing with less content or better targeting the audience for certain content

In 2016-2017, I will

- Reorganize email communications to be clearer to the various audiences

Leadership

Leadership of the Kentucky Department of Education

In 2016-2017, I will

- Increase clarity among KDE staff of direction and goals based on the new strategic plan by 5% on my survey of staff
- Improve internal communication to ensure integrated and cross-functional understanding of KDE's work by 10% on my survey of staff
- Make deliberate attempts to meet with all levels of employees to listen and show I value them and their work. I will increase the survey numbers by 5%.

Develop and implement a new accountability system and any other plans required to meet the elements of ESSA

In 2016-2017, I will

- Complete development of Kentucky's new accountability system
- Oversee modeling of the system to ensure the metrics measure what is valued by the accountability system
- Develop and implement a strategic plan

- Areas of focus should include:
 - ✓ Identify and focus on the best strategies for closing the achievement gap
 - ✓ Accelerate strategies to dissolve the separation between academics and career and technical education
 - ✓ Seek ways to provide equity of opportunity

Continue to make improvements at KSB and KSD and define how we should measure success

In 2016-2017, I will

- Marshall resources of KDE to support ongoing and continuous improvement of both KSB and KSD
- Develop new strategic plans for both KSB and KSD
- Place both KSB and KSD on the new accountability system

Complete the design of the new science assessment and implement it

In 2016-2017, I will

- Perform successful full-scale field test of the science assessment in the spring of 2017
- Convene state level committees to review student work submitted by schools for Through Course Tasks
- Continue development of Through Course Tasks

Design and implement how the department can be more involved in the modeling of/guidance for curriculum/best practices that will lead to deeper learning

In 2016-2017, I will

- Develop and implement a process in partnership with co-ops and other partners to provide exemplar instructional materials and a process that local schools can use to evaluate the materials

Design and deliver the professional learning that teachers and leaders need to improve student learning

In 2016-2017, I will

- Conduct a needs assessment for the purposes of providing professional learning to teachers and leaders
- Develop guidance for districts as to the most needed professional learning based on KDE's strategic plan and needs assessment

Embrace innovation as a key strategy to accomplish the items listed above

In 2016-2017, I will

- Continue our review of regulations for the purpose of removing barriers to innovation
- Ensure quality implementation of any innovative initiatives originated by KDE or the General Assembly