



# KENTUCKY BOARD OF EDUCATION

Stephen L. Pruitt  
Commissioner of Education

December 6, 2017

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Dr. Stephen L. Pruitt, Commissioner  
Kentucky Department of Education  
300 Sower Blvd., 5<sup>th</sup> Floor  
Frankfort, KY 40601

Dear Stephen:

Pursuant to the statutory mandate, the Kentucky Board of Education (KBE) has completed your annual evaluation. The evaluation was verbally shared with you on October 4, 2017 at the regular KBE meeting in Frankfort. This letter serves as the official written record of that discussion.

Your performance during 2016-17 confirms that you are the commissioner with the skills set that we need at this point in time. As the board discussed your strengths and areas for development of performance goals for this evaluation, it was hard to declare any significant weaknesses.

Numerous strengths are evident over this past year that are deserving of recognition. Specifically, the board commends you for outstanding leadership in the following areas:

- *Building relationships with a variety of shareholders;*
- *Inclusive efforts to involve shareholders in the development of the state's Every Student Succeeds Act (ESSA) plan and the new accountability system;*
- *Development of the accountability dashboard concept;*
- *Movement away from a norm-referenced assessment system toward a criterion-based system;*
- *Development and implementation of new science assessments;*
- *Visibility in schools and local communities through school visits and town hall forums;*
- *Continued improvements at the Kentucky School for the Blind (KSB) and the Kentucky School for the Deaf (KSD), including the management of leadership changes;*
- *Expertise with public charter schools;*
- *Emphasis on whole child supports;*
- *Focus on transparency of data and processes;*
- *Willingness to seek honest feedback;*
- *Serving as a champion for students;*

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- *Development of the new KDE strategic plan; and*
- *Positive KDE staff responses from the annual survey.*

While our discussion accentuated the many positives of your performance, we also are requesting that you develop performance goals for the coming year based on the categories of items cited below:

Proactive Approaches, Innovation and Best Practices

- *Identify and promote solutions and strategies with proven impact.*
- *Promote and implement strategies that*
  - *foster a culture of innovation;*
  - *eliminate inefficiencies within the system;*
  - *foster parental and community engagement; and*
  - *increase student engagement and attendance.*
- *Increase the amount of time the KBE spends focusing on innovative practices and trending issues.*

Implementation of the New Accountability System

- *Establish timelines and deliverables for implementation.*
- *Develop additional policies surrounding indicators, such as "Opportunity and Access".*
- *Develop indicators for demonstration of essential skills, including a policy surrounding the student work ethic certification process.*
- *Identify resources (material and human) needed to accomplish accountability goals.*

State Standards and Assessments

- *Identify rich, more in-depth ways to improve the state's long-term goals through this work.*

Implementation of Public Charter Schools

- *Ensure the timely implementation of the charter schools regulations and keep the board apprised of the status.*

High School Graduation Requirements

- *Identify meaningful requirements that articulate the value of the high school diploma (ex: student is ready for college and/or workforce).*
- *Ensure stronger promotion and integration of Career and Technical Education (CTE).*
- *Ensure stronger promotion of student health/wellness.*
- *Maintain focus on expanding dual credit opportunities.*



Commissioner Stephen L. Pruitt  
December 6, 2017  
Page 3

- *Increase efforts related to youth apprenticeship models.*

Implementation of the KDE Strategic Plan

- *Ensure inclusion of student-level outcome data.*
- *Develop clear metrics for evaluation.*

Early Childhood Education

- *Identify proactive strategies for expanding access to and enrollment in public preschool and early care/education partnerships.*

Management Audit of Jefferson County Public Schools (JCPS)

- *Continue the comprehensive management audit of JCPS and KDE support to the district.*

Relationship Building

- *Continue fostering relationships with legislators and the administration, particularly in regard to ensuring adequate resources for K12 education and a high-quality teaching workforce.*
- *Create “success” metrics that evaluate outcomes of relationships and partnerships with critical shareholders, such as the Kentucky Community and Technical College System (KCTCS), the Education and Workforce Development Cabinet, the Education Professional Standards Board (EPSB), and the Governor’s Office of Early Childhood.*


As you formulate goals for next year, we also ask that you consider input from department employees through a survey to provide benchmarks on your performance and to identify areas in which to improve. Likewise, we suggest you get feedback from the field and other shareholders in the form of a survey to again identify what the department does well and where opportunities for improvement may exist.

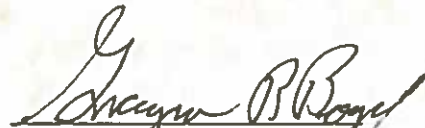
In summary, the board strongly supports your continued tenure as commissioner and believes you are the right person at this time to move Kentucky education forward. Thank you for all you have done and what you will do in the future for the students of our state.

Sincerely,

Kentucky Board of Education Members

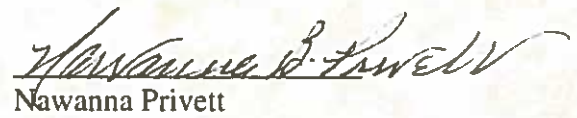
  
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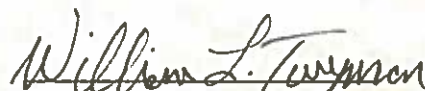
  
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