

To: Henderson County Board of Education

From: Jinger Carter, Chairperson of the District 50/50 Certified Evaluation Plan Committee

Date: May 21, 2018

RE: 2018-19 Certified Evaluation Plan

The 2018-19 Certified Evaluation Plan (CEP) is being submitted for your approval. Recent legislation required each school district to review its current plan and update it accordingly.

Highlights of the 2018-19 CEP plan include:

- Updated terminology to match recent legislation:
  - Performance measures are now Planning; Environment; Instruction; and Professionalism
- Ratings for all certified employees
  - Previously School Psychologists and District Certified Administrators did not fall in the Ineffective; Developing; Accomplished or Exemplary rating structure. They now do.
- Summative forms for all categories of certified personnel. These are one page documents for ease of use and filing purposes. Previous documents were a bit more difficult, cumbersome or did not exist for each category.
- District Certified Administrator evaluation process is better defined with narratives and evaluation rating table. Previously, the plan only included the observation instruments. Now, the evaluation and rating process are explained.
- Observer Training is outlined and follows requirements of law. Observers must now obtain six hours annually of EILA-approved training credit.
- Evidences were updated to include more options to reflect current instructional processes.
- Peer Observation - The process was revised to include wording from the law. It can be included as an evidence and is noted as such in allowable evidences.