

Reason 1. Principals/Assistant Principals and Other Certified District Level Personnel must be evaluated using multiple evidences to demonstrate performance criteria.

Change 1. Added additional measures of evidence "...Evaluatee provided evidences that demonstrate performance criteria" and ". All evidences provided by the evaluate will be equally considered when determining a professional practice rating."

Reason 2. Define how evidences are used to inform performance measure ratings. Explain process for assigning of a level rating for each Performance Measure.

Change 2 A. Assigned six (6) Principal Standards to the four (4) Performance Measures (Planning, Environment, Instruction and Professionalism:

Performance Measures	Planning	Environment	Instruction	Professionalism
Performance Criteria: Kentucky Principal Performance Standards	Standard 3 Human Resource Management  Standard 4 Organizational Management	Standard 2 School Climate  Standard 5 Communication & Community Relations	Standard 1 Instructional Leadership	Standard 6 Professionalism

Created a method to convert two (2) supplied criteria to convert into one (1) rating

**Performance Measures Planning and Environment Only**

In order to determine the rating for the Planning Performance Measure and Environment Performance Measure, the following decision rules will be applied.

If....	Then ....
One standard is rated <b>Developing</b> , and one or more standard(s) is/are rated <b>Accomplished</b>	The Performance Measure shall be rated <b>Accomplished</b>
One standard is rated <b>Developing</b> , and one or more standard(s) is/are rated <b>Exemplary</b>	The Performance Measure shall be rated <b>Accomplished</b>
One standard is rated <b>Accomplished</b> , and one or more standard(s) is/are rated <b>Exemplary</b>	The Performance Measure shall be rated <b>Exemplary</b>
Two standards are rated <b>Developing</b>	The Performance Measure shall be rated <b>Developing</b>
One Standard is rated as <b>Ineffective</b>	The Performance Measure shall not be <b>ANY</b> higher than <b>Accomplished</b>
Two standards are rated <b>Ineffective</b>	The Performance Measure shall be <b>Ineffective</b>

Change 2 B. Assigned six (6) ISLLC Standards to the four (4) Performance Measures for Other Certified District Level Personnel:

Performance Measures	Planning	Environment	Instruction	Professionalism
Performance Criteria: 2008 ISLLC Standards	Standard 1: Vision and Mission	Standard 3: Operations and Management  Standard 4: Engaging with Faculty and Community	Standard 2: Instruction, Learning Culture, Professional Learning	Standard 5: Ethical Principles and Professional Norms  Standard 6: Responding to Educational Context

Created a similar method to convert two (2) supplied criteria into one (1) rating:

#### **Performance Measures Supported With More Than One Performance Measure Criteria Decision Rules**

When there are more than two Performance Criteria Standards aligned to a Performance Measure, the following decision rules will apply in order to determine the rating for the Performance Measure:

If ....	Then ....
One standard is rated <b>Developing</b> , and one or more standard(s) is/are rated <b>Accomplished</b>	The Performance Measure shall be rated <b>Accomplished</b>
One standard is rated <b>Developing</b> , and one or more standard(s) is/are rated <b>Exemplary</b>	The Performance Measure shall be rated <b>Accomplished</b>
One standard is rated <b>Accomplished</b> , and one or more standard(s) is/are rated <b>Exemplary</b>	The Performance Measure shall be rated <b>Exemplary</b>
Two standards are rated <b>Developing</b>	The Performance Measure shall be rated <b>Developing</b>
One Standard is rated as <b>Ineffective</b>	The Performance Measure shall not be ANY higher than <b>Accomplished</b>
Two standards are rated <b>Ineffective</b>	The Performance Measure shall be <b>Ineffective</b>

Reason 3. Post conference must occur within five (5) working days.

Response 3. Changed “student days” to “five (5) working days”.

Reason 4. Observation training is not optional explain training requirements

Response 4. Added:

Evaluators must:

- Be trained, tested, and approved in accordance with administrative regulations adopted by the Kentucky Board of Education in the proper techniques for effectively evaluating certified school personnel by attending the Initial Certified Evaluation Training.
- Receive personnel evaluation system training - a minimum of six (6) hours annually of EILA approved evaluator and observer training. The training must focus on one or more of the following:
  - KRS 156.557 and proposed 704 KAR 3:370
  - Effective observation and conferencing techniques when using observation to evaluate personnel
  - Providing clear and timely feedback
  - Establishing and assisting with a professional growth plan
  - Summative decision rules
  - Ensuring consistent and reliable ratings
- Meet CEP requirements prior to conducting a formative or summative evaluation.
- Receive support and resources necessary to ensure consistent and reliable ratings (calibration) using district provided/department approved vendors/resources to evaluators conducting observations.

Reason 5. Summative Rating – Show how district determined decision process for Principal/Assistant Principal and Other District Certified Personnel.

Response 5A. Created Summative Rating Matrix for Principal/Assistant Principal:

CRITERIA FOR DETERMINING PRINCIPAL/ASSISTANT PRINCIPAL SUMMATIVE RATING	
If....	Then....
<b>Two</b> Performance Measures are rated <b>Developing</b> , and <b>Two</b> Performance Measures are rated <b>Accomplished</b>	The Overall Summative Rating shall be rated <b>Accomplished</b>
<b>Two</b> Performance Measures are rated <b>Developing</b> , and <b>two</b> Performance Measures are rated <b>Exemplary</b>	The Overall Summative Rating shall be rated <b>Accomplished</b>
<b>Two</b> Performance Measures are rated <b>Accomplished</b> , and <b>two</b> Performance Measures are rated <b>Exemplary</b>	The Overall Summative Rating shall be rated <b>Exemplary</b>
<b>Two or more</b> Performance Measures are rated <b>Ineffective</b>	The Overall Summative Rating shall be <b>Ineffective</b>

One Performance Measure is rated as <b>Ineffective or Developing</b>	The Overall Summative Rating <b>shall not be ANY higher than Accomplished</b>
Three or more Performance Measures are rated <b>Developing</b>	The Overall Summative Rating shall be <b>Developing</b>
Two Performance Measures are rating <b>Developing</b> , One Performance Measure rated <b>Accomplished</b> , and One Performance Measure rated <b>Exemplary</b>	The Overall Summative Rating <b>shall not be ANY higher than Accomplished</b>

Response 5 B. Created a Summative Rating Matrix for Other Certified District Personnel:

<b>CRITERIA FOR DETERMINING OTHER CERTIFIED DISTRICT LEVEL PERSONNEL</b>	
<b>SUMMATIVE RATING</b>	
<b>If....</b>	<b>Then....</b>
<b>Two</b> Performance Measures are rated <b>Developing</b> , and <b>Two</b> Performance Measures are rated <b>Accomplished</b>	The Overall Summative Rating shall be rated <b>Accomplished</b>
<b>Two</b> Performance Measures are rated <b>Developing</b> , and <b>two</b> Performance Measures are rated <b>Exemplary</b>	The Overall Summative Rating shall be rated <b>Accomplished</b>
<b>Two</b> Performance Measures are rated <b>Accomplished</b> , and <b>two</b> Performance Measures are rated <b>Exemplary</b>	The Overall Summative Rating shall be rated <b>Exemplary</b>
<b>Two or more</b> Performance Measures are rated <b>Ineffective</b>	The Overall Summative Rating shall be <b>Ineffective</b>
<b>One</b> Performance Measure is rated as <b>Ineffective or Developing</b>	The Overall Summative Rating <b>shall not be ANY higher than Accomplished</b>
<b>Three or more</b> Performance Measures are rated <b>Developing</b>	The Overall Summative Rating shall be <b>Developing</b>
<b>Two</b> Performance Measures are rating <b>Developing</b> , <b>One</b> Performance Measure rated <b>Accomplished</b> , and <b>One</b> Performance Measure rated <b>Exemplary</b>	The Overall Summative Rating <b>shall not be ANY higher than Accomplished</b>