

Certified Evaluation Plan 2018-2019

Major Changes:

- Per the updated KAR regarding the evaluation system, all certified personnel will be evaluated using four performance measures: planning, environment, instruction, and professionalism.
- Standards (principals and assistant principals) and domains (teachers, other professionals, counselors) will continue to be utilized, but will now be aligned with the four performance measures. Non-school based certified personnel will also now be evaluated using domains.
- There will no longer be an overall summative rating derived from a decision-rules matrix. With the new plan, all certified personnel will receive a four measure summative rating.
- Peer observation will occur if requested by the evaluatee or evaluator, provided that scheduling can be arranged without district-funded substitute coverage for the peer observer.
- Non-school based certified personnel, both non-administrative and administrative, may now be evaluated on a three year cycle if on a continuing contract. Limited contract personnel and those in need of assistance will be evaluated annually.
- All evaluation forms will be adjusted to reflect the new four measure summative rating. Non-school based certified personnel evaluation forms will be adjusted to reflect the four measure summative rating, as well as to align with ratings of exemplary, accomplished, developing, and ineffective, so that all certified personnel are evaluated using the same ratings and measures.
- The term “Local Evaluation Appeals Panel” has been changed in the updated KAR to “District Evaluation Appeals Panel”. LEAP will be adjusted to DEAP.
- The number of members elected to serve on the DEAP pool will be decreased from 12 to 6.

The following graphics are included in the 2018-19 CEP to provide clarity on these major changes.

704 KAR 3:370, Section 8, requires that the district certified evaluation plan shall include the performance measures of: (a) planning; (b) environment; (c) instruction; and (d) professionalism. These measures are a new component to the evaluation system. The following chart illustrates how those measures are combined with domains and standards for each certified role group.

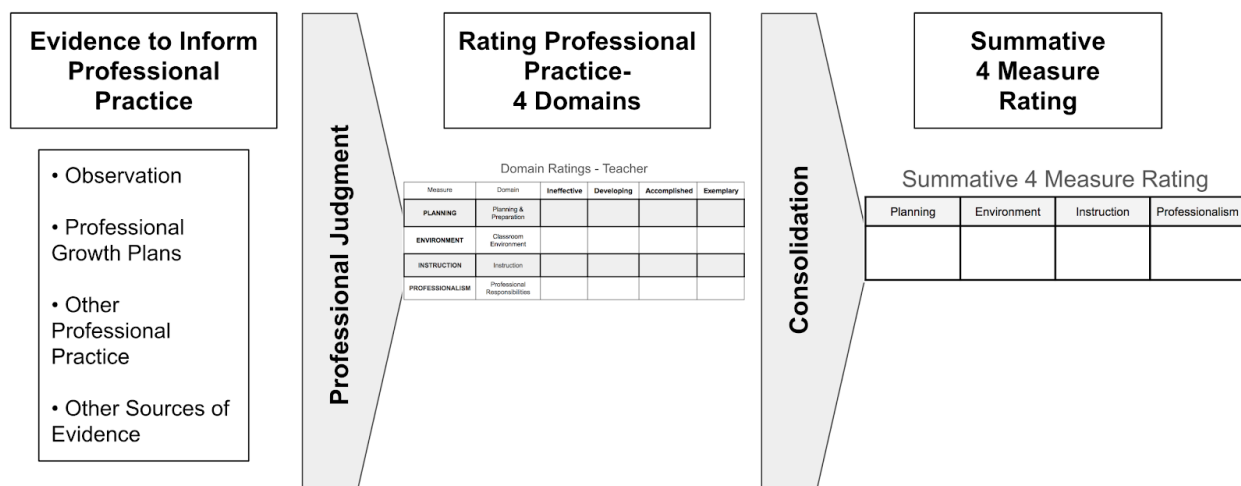
All Role Groups, Measure and Performance Criteria

<i>Performance Criteria And Role</i>	<i>Measures</i>			
	<i>Planning</i>	<i>Environment</i>	<i>Instruction</i>	<i>Professionalism</i>
<u>Teacher KY</u> <i>Framework for Teaching</i>	<u>Domain 1</u> Planning and Preparation	<u>Domain 2</u> Classroom Environment	<u>Domain 3</u> Instruction	<u>Domain 4</u> Professional Responsibilities
<u>Other Professional</u> <i>The Kentucky Frameworks for Teaching- Specialists Frameworks</i>	<u>Domain 1</u> Planning and Preparation	<u>Domain 2</u> The Environment	<u>Domain 3</u> Delivery of Service	<u>Domain 4</u> Professional Responsibilities
<u>Principal</u> <i>Principal Performance Standards</i>	<u>Standard 3</u> Human Resource Management <u>Standard 4</u> Organizational Management	<u>Standard 2</u> School Climate <u>Standard 5</u> Communication & Community Relations	<u>Standard 1</u> Instructional Leadership	<u>Standard 6</u> Professionalism
<u>District Certified Personnel</u> <i>Criteria specific to evaluatee's job category</i>	<u>Domain 1</u> Planning and Preparation	<u>Domain 2</u> Environment	<u>Domain 3</u> Delivery of Service	<u>Domain 4</u> Professional Responsibilities

Evaluators will use sources of evidence, combined with professional judgment, to inform the certified employee's ratings on each of the four performance measures, using the following ratings: exemplary, accomplished, developing, and ineffective. These ratings have not changed from the previous year; however, the alignment from the domain / standard to the performance measure is a change. New this year: all tenured certified personnel may be on a three year cycle. Previously, all district certified personnel (non-school based) were evaluated annually. For all tenured administrators on a three year cycle, years 1 and 2 may be interim summative (narrative), and a major summative in year 3. Previously, this applied to counselors and principals, but will now include non-school based administrators.

Once an evaluator has determined a rating for each measure, the ratings are combined into a summative four measure rating (i.e. DAED) as illustrated in the following graphics. This is a change from the previous year, in which a decision-rules matrix was utilized to determine an overall rating of exemplary, accomplished, developing, or ineffective.

Determining a Summative Rating - Teachers & Other Professionals



Principal Standards are combined in two Measures, with Human Resource Management and Organizational Management combined for the Planning Measure, and School Climate and Communication & Community Relations combined for the Environment Measure. Evaluators will utilize evidence combined with professional judgment to combine those standard ratings into one measure rating each for Planning and Environment. Principals will also receive a summative four measure rating.

Determining a Summative Rating - Principals & Assistant Principals



As with teachers, other professionals, and principals, district certified personnel will now be evaluated utilizing the four measures.

Determining a Summative Rating - District Certified Personnel

