

KENTUCKY DEPARTMENT OF EDUCATION STAFF NOTE

Topic: Amendments to 704 KAR 3:370, Kentucky Framework for Personnel Evaluation
(Second Reading)

Date: December 2019

Action Requested: Review Action/Consent Action/Discussion

Held In: Full Board Curriculum, Instruction and Assessment
 Finance Operations Management

SUMMARY OF ISSUE BEFORE THE BOARD:

To take action on the proposed amendments to 704 KAR 3:370, Kentucky Framework for Personnel Evaluations, to update the evaluation standards for principals and assistant principals to the Professional Standards for Educational Leaders (PSEL). Pursuant to KRS 156.557(5)(c), the Kentucky Board of Education (KBE) is vested with the authority to adopt administrative regulations for local school districts to follow in implementing the personnel evaluation system.

COMMISSIONER'S RECOMMENDATION:

The Commissioner recommends the approval of the proposed amendments to 704 KAR 3:370.

APPLICABLE STATUTE OR REGULATION:

KRS 156.070, 156.557, 16 KAR 3:090

BACKGROUND:

Existing Policy:

KRS 156.557(2), (5)(c) and (7) require the KBE to promulgate administrative regulations to establish a statewide framework for the purposes of supporting and improving the performance of all certified school personnel, develop written guidelines for local school districts to follow in implementing a system of evaluation for certified school personnel, and establish an appeals procedure for certified school personnel. 704 KAR 3:370 establishes the Kentucky Framework for Personnel Evaluations and Section 8(2) of the regulation sets the Principal and Assistant Principal Performance Standards as the measure for districts to use for principal and assistant principal evaluations.

Summary of Issue:

This regulation is being updated to replace the Principal and Assistant Principal Performance Standards with the PSEL. These national, student-centric standards articulate the knowledge and skills expected of school leaders. The Council of Chief State School Officers (CCSSO) and the National Policy Board for Educational Administration guided the two-year development process that involved a thorough review of empirical research and included the input of researchers and

school and district leaders. The Education Professional Standards Board (EPSB) adopted the PSEL as the standards of preparation for all advanced educational leaders.

Budget Impact:

Staff time will be required to update guidance documents for districts around principal and assistant principal evaluation standards. Staff also will have to review updated Certified Evaluation Plans (CEPs) from districts.

GROUPS CONSULTED AND BRIEF SUMMARY OF RESPONSES:

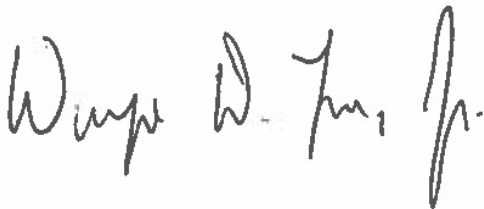
Local Superintendents Advisory Council (LSAC)
Principal Advisory Council (PrAC)
University Principal Preparation Initiative (UPPI) Stakeholders

The UPPI stakeholder group brought together all related organizations for principal development, preparation and professional training. The stakeholder group supports the use of the PSEL for evaluations and is in the process of developing a performance rubric for district use. The PrAC was supportive of the change to the PSEL.

The regulation was reviewed by LSAC prior to its first reading in October. The regulation will be reviewed by LSAC a second time at its November 26 meeting. A letter from this group, expressing its recommendation, should be received prior to the December board meeting.

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Commissioner of Education

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