

## KSBA Procedure Service

## 2018 Procedure Update (#22) Checklist

**District: Kenton County Schools**

To enable KSBA to track and store your District's administrative procedures in our procedure database, please indicate below what decision you have made on the proposed new/revised procedures enclosed for your review. We will forward printed or reproducible copies of the procedures when we receive this form and update your online manual if you belong to that service.

Procedure Number	Adopt as Written	Adopt with Modification*	Date of District/ Board Review	Keep Current Procedure	Delete Procedure
01.91 AP.1	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>
01.911 AP.1	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>
01.9111 AP.1	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>
02.14 AP.2	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>
03.11 AP.1	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>
03.18 AP.22	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>
03.21 AP.254	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>
06.32 AP.1	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>
08.133 AP.1	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>
09.12 AP.1	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>
09.224 AP.1	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>
01.45 AP.2	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>
03.18 AP.1	<input type="checkbox"/>	<input checked="" type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>
08.113 AP.2	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>

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\*Please attach a copy of the modified policy. DO NOT RETYPE A DRAFT - simply indicate the district-initiated changes by writing in colored ink, circling, highlighting, etc.

\_\_\_\_\_  
Superintendent's Signature

\_\_\_\_\_  
Date

**Please return this completed form to KSBA at your earliest opportunity.  
Please contact your KSBA Consultant IF you need KSBA to completely reprint all policy pages or to order additional new manuals, instead of just getting copies of the updated policies.**

EXPLANATION: KRS 150.1594 REQUIRES CHARTER SCHOOL AUTHORIZERS TO HAVE POLICIES AND PRACTICES CONSISTENT WITH THE PRINCIPLES AND PROFESSIONAL STANDARDS FOR AUTHORIZERS OF PUBLIC CHARTER SCHOOLS, INCLUDING STANDARDS RELATING TO: 1. ORGANIZATIONAL CAPACITY AND INFRASTRUCTURE; 2. SOLICITING AND EVALUATING APPLICATIONS; 3. PERFORMANCE CONTRACTING; 4. ONGOING PUBLIC CHARTER SCHOOL OVERSIGHT AND EVALUATION; AND 5. CHARTER APPROVAL, RENEWAL, AND REVOCATION DECISION MAKING.

FINANCIAL IMPLICATIONS: FUNDING FOR CHARTER SCHOOLS IS NOT COVERED IN THE CURRENT STATE BUDGET FOR 2018-20. FINANCIAL IMPLICATIONS COULD INCLUDE COSTS FOR STARTUP ACTIVITIES, TRAINING, GENERAL OVERSIGHT, MONITORING, INTERVENTIONS, DATA TRACKING, ETC.

## POWERS AND DUTIES OF THE BOARD OF EDUCATION

01.91 AP.1

### Charter School Authorization

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#### AUTHORIZER DUTIES

Under KRS 160.1594, a public charter school authorizer shall:

- Solicit, invite, and evaluate applications;
- Approve new and renewal applications that meet statutory requirements;
- Decline applications that:
  1. Fail to meet statutory requirements; or
  2. Are for a school that would be under the direction of any religious denomination; and
- Negotiate and execute in good faith contracts with each authorized charter school;
- Monitor the performance and compliance of charter schools in accordance with contract terms;
- Determine whether each charter merits renewal or revocation;
- Establish and maintain practices consistent with professional standards for authorizers, including:
  1. Organizational capacity and infrastructure;
  2. Soliciting and evaluating applications;
  3. Performance contracting;
  4. Ongoing public charter school oversight and evaluation; and
  5. Charter approval, renewal, and revocation decision making.

Pursuant to KRS 160.1592, an authorizer shall semiannually consider for approval a charter school's proposed amendments to the contract.

- Authorizers may consider requests more frequently upon mutual agreement with the charter.
- Denials of amendment requests are appealable under KRS 160.1595.

KRS 160.1596 requires authorizers to collect, analyze, and report to the KBE all state required assessment and achievement data for each charter it oversees.

**Charter School Authorization****AUTHORIZER DUTIES (CONTINUED)**

By August 31, 2019, and annually thereafter, each authorizer must submit to the (1) Commissioner, (2) Education and Workforce Development Secretary, and (3) Interim Joint Committee on Education a report that includes:

- Number of applications received, reviewed, and approved;
- Authorizing duties performed by the authorizer;
- Summary of the academic and financial performance of each charter school;
- Names of each charter school that have not yet begun to operate; and
- Names of each charter school during the prior academic year that:
  1. Closed during or after the year; and
  2. Had their contract nonrenewed or revoked.

701 KAR 8:020 requires authorizers to publicly report on oversight and services provided to charter schools under its authority and authorizing functions provided by the authorizer, including operating costs and expenses as detailed in an annual audited financial statement.



EXPLANATION: CHARTER STATUTES AND REGULATIONS REQUIRE BOARDS AS AUTHORIZERS TO HAVE AN APPLICATION PROCESS POLICY AND PROCEDURE.  
FINANCIAL IMPLICATIONS: DEPENDENT UPON AUTHORIZATION OF A CHARTER SCHOOL

## POWERS AND DUTIES OF THE BOARD OF EDUCATION

01.911 AP.1

### Charter School Application

The charter school application shall include the following:

1. Performance information, financial information, and closure information for any charter school under the applicant or board of directors;
2. Details and documentation of the outreach the applicant or proposed board of directors has had with the students or community that is the focus of the charter school application;
3. Details of whether the charter application replicates or substantially replicates:
  - a. A charter application that the applicant, proposed board of directors, or another entity previously withdrew from consideration and the reasons it was withdrawn;
  - b. A charter application that was rejected by an authorizer and the reasons the charter application was rejected; or
  - c. A charter school that was previously closed and the reasons for the closure.

The Board shall request and secure a certificate of existence from the Secretary of State for any business entity or its designee included as an applicant or in the proposed board of directors and, if the applicant or board of directors includes a foreign entity, request and secure a certificate of authorization for the entity from the Secretary of State.

The Board shall publish on the District website the names of all persons, and their roles, who are involved in the review of charter applications. Review of charter applications shall be conducted pursuant to requirements of the Open Meetings Act.

The required application is incorporated by reference in regulation and can be accessed via the Kentucky Department of Education:

<https://education.ky.gov/districts/legal/Documents/KY%20Charter%20School%20Application%20and%20Addendum.pdf>

#### REFERENCE:

701 KAR 8:020

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EXPLANATION: CHARTER STATUTES AND REGULATIONS REQUIRE BOARDS AS AUTHORIZERS TO HAVE A CONTRACT POLICY AND PROCEDURE.  
FINANCIAL IMPLICATIONS: DEPENDENT UPON AUTHORIZATION OF A CHARTER SCHOOL

## POWERS AND DUTIES OF THE BOARD OF EDUCATION

01.9111 AP.1

### Charter School Contracts

#### CONTRACT PERFORMANCE

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The District will use academic, financial, operational measures, and performance frameworks for public charter school oversight and evaluation with which the District shall evaluate the charter school's performance under the charter contract.

#### CONTRACT REQUIREMENTS FOR SCHOOL PRE-OPENING

The Board shall include mutually agreed upon pre-opening requirements or conditions to:

1. Monitor the start-up progress of the newly approved public charter school;
2. Ensure that the charter school is prepared to open timely and smoothly on an agreed upon date; and
3. Ensure that the charter school meets all benchmarks related to facilities, health, safety, insurance, school personnel, enrollment, curriculum and instruction, operations and fiscal management, governance, and other legal requirements for the charter school opening.

Failure by the charter school to comply with these requirements or conditions may result in the immediate revocation of the charter contract. Such failure may result in the delay in the charter school opening by up to one (1) year if the Board does not determine that the charter school is more likely than not to close during the school year. Such failure shall result in the delay in the opening of the charter school by up to one (1) year if the Board does determine that the charter school is more likely than not to close during the school year.

#### CONTRACT FINANCIAL REQUIREMENTS

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The Board shall include the following provisions for charter school financial solvency and sustainability:

1. Requirement that no member of the charter school board of directors, no education service provider, and no charter school employee shall knowingly recommend and no member of the charter school board shall knowingly vote for an expenditure in excess of the charter school's income and revenue of any fiscal year, as shown by the budget adopted the charter school board of directors and approved by the local Board;
2. Requirement that a member of the charter school board of directors, an education service provider, or a charter school employee who knowingly expends or authorizes such an expenditure of charter school funds or who knowingly authorizes or executes any employment, purchase, or contract in violation of these requirements, shall be jointly and severally liable in person and upon any official fidelity bond given to the local Board to the extent of any payments on the void claim;



**Charter School Contracts****CONTRACT FINANCIAL REQUIREMENTS (CONTINUED)**

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4. Requirement that, if at any time during any fiscal year of the charter school's existence, a member of the charter school board of directors, an education service provider, or a charter school employee, knows or reasonably should know that the charter school has or will become unable to pay in full its projected expenses as they fall due, the charter school shall immediately advise the Kentucky Department of Education and the local Board and provide the Department and the local Board with all financial information relating to revenues and expenses of the charter school necessary to determine the extent and cause of any potential operating deficit.

Failure to provide the notice to or cooperate with the Department and the local Board as required in this section in the production of financial information pursuant to this section shall result in:

- a. The local Board shall determine whether grounds exist to revoke the charter contract;
  - b. The knowingly acting member of the charter school board of directors, the education service provider, or the charter school employee may be subject to liability;
5. Requirement that the charter school board of directors maintain separate accountings of all funds received and disbursed by each charter school under the charter school board of directors;
6. Requirement that the charter school board of directors maintain separate accountings of all funds received and disbursed by each charter school under that charter school board of directors.

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**CONTRACT REQUIREMENTS FOR SCHOOL CLOSURE**

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The local Board shall include specific, exclusive reasons and timelines for closure initiated by the charter school board of directors, closure protocol including policies and procedures applicable to the school closure, as well as requirements pursuant to state statutes or regulations.

**CONTRACT ENROLLMENT REQUIREMENTS**

The Board shall require that the charter school shall not prohibit a student from attending and shall not unenroll or withdraw a student unless the charter school has complied with KRS 158.150.

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**Charter School Contracts****CONTRACT REQUIREMENTS FOR EDUCATION SERVICE PROVIDERS**

The Board shall require in the charter contract that any contract between a charter school board of directors and an education service provider (ESP) shall be approved by the local Board prior to execution of the contract between the charter board and the ESP. The contract between the charter board and the ESP shall comply with the following:

1. Clear establishment of the primacy of the charter contract with the local Board over the contract between the charter board and the ESP;
2. Clearly identifies the charter school board of directors as the party ultimately responsible for success or failure of the charter school and defines the ESP as a vendor of services;
3. Prohibits the ESP from selecting, approving, employing, compensating, or serving as members of the charter school board of directors;
4. Requirement that the charter school board of directors directly select, retain, and compensate the charter school's legal counsel, finance staff, audit firm, and school leader;
5. Provision for payments to the charter school to be made to an account controlled by the charter school board of directors, not the ESP;
6. All instruction materials, furnishings, and equipment purchased or developed with charter school funds be the property of the charter school, not the ESP;
7. Identification and description of roles and responsibilities of the charter school board of directors and the ESP, including all services to be provided under the contract between the charter school board of directors and the ESP;
8. Identification and description of performance measures and consequences by which the charter school board of directors shall hold the ESP accountable for performance, aligned with the performance measures in the contract between the local Board and the charter school board of directors;
9. Identification and specific description of all compensation to be paid to the ESP, including all fees, bonuses, and conditions, consideration, and restrictions on such compensation;
10. Identification and description of terms of any facility agreement that may be part of any relationship between the charter school board and the ESP;
11. Identification and description of financial reporting requirements and provisions for the charter school board of directors' financial oversight of the ESP and the charter school;



**Charter School Contracts****CONTRACT REQUIREMENTS FOR EDUCATION SERVICE PROVIDERS (CONTINUED)**

12. Identification and description of all other financial terms of the contract, including disclosure and documentation of all loans or investments by the ESP to the charter school board, and provision for the disposition of assets upon closure;
13. Assurances that the charter school board shall maintain independent fiduciary oversight and authority over the charter school budget and ultimate responsibility for the charter school's performance including that:
  - a. The charter school board of directors shall be structurally independent from the ESP and shall set and approve charter school policies;
  - b. The terms of the contract between the charter school board and the ESP are reached through arm's-length negotiations in which the charter school board is represented by legal counsel that does not also represent the ESP;
14. Provisions for contract termination without penalties for the charter school without costs beyond the pro-rated value of the services provided by the education service provider; and
15. Respective responsibilities of the charter school board and the ESP in the event of school closure.

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The contract between the local Board and the charter school board shall prohibit delegation of the charter school board of directors' responsibilities in this section to the ESP.

**CONTRACT APPROVAL BY THE COMMISSIONER OF EDUCATION**

The local Board shall not enter a charter contract for start-up, conversion, renewal of a charter school, or agree to any charter contract or contract amendment unless submitted to the Commissioner of Education who shall approve or deny but include reasons and any suggestions for remedy of those reasons. Failure to meet the Commissioner's requirements for approval shall render the contract or amendment void.

EXPLANATION: KDE CONTINUES TO MAINTAIN STATUTORY AUTHORITY FOR APPROVAL OF ALL SUPERINTENDENT EVALUATION PLANS PER KRS 156.557, HOWEVER, IT IS OUR UNDERSTANDING THAT KDE WILL NO LONGER BE REQUIRING ADHERENCE TO THE RECENT SPGES MODEL. BOARDS MAY CONTINUE INCORPORATING THE BEST PRACTICES FROM THE SPGES MODEL IF THEY SO CHOOSE. IF BOARDS DEVELOP THEIR OWN EVALUATION PLAN, IT MUST BE MEANINGFUL AND TIED TO GOALS THAT IMPACT STUDENT ACHIEVEMENT, GAP CLOSURE, AND OTHER ITEMS THAT ARE RELEVANT TO THE SUCCESS OF STUDENTS IN EACH DISTRICT. AT THE TIME OF THIS UPDATE, THE KSBA MODEL ALIGNED WITH THE FORMER SPGES STANDARDS, IS UNDER REVIEW BY THE KENTUCKY DEPARTMENT OF EDUCATION.  
FINANCIAL IMPLICATIONS: NONE ANTICIPATED

ADMINISTRATION

02.14 AP.2

### **Evaluation of the Superintendent**

~~The Board will utilize the Kentucky Department of Education evaluation instrument and procedures for the Superintendent Professional Growth and Effectiveness System (SPGES). The instrument and procedures may be found at the link below. Subject to the approval of the Kentucky Department of Education (KDE),~~ The Board may utilize locally developed superintendent evaluation procedures.

~~<http://education.ky.gov/teachers/PGES/SPGES/Pages/Early-Info.aspx>~~



EXPLANATION: SB 101 AMENDS KRS 160.380 TO CHANGE THE THIRTY DAY VACANCY REQUIREMENTS TO FIFTEEN DAYS. SB 101 HAS AN EMERGENCY CLAUSE MAKING THE AMENDMENTS CURRENTLY EFFECTIVE.  
FINANCIAL IMPLICATIONS: NONE ANTICIPATED

PERSONNEL

03.11 AP.1

### **Hiring**

The following procedures shall apply in the recruitment, selection, and employment of all classified and certified personnel hired in the District.

#### **RECRUITMENT**

Recruiting shall be the responsibility of the Superintendent/designee. Efforts shall be made to recruit a quality staff to include, but not be limited to:

1. Working through placement bureaus of regional and state colleges and universities;
2. Conducting orientation meetings with students at the high school relating to future employment opportunities with the District;
3. Working with state educational associations and the state department of education;
4. Conducting recruitment programs through parent-teacher organizations; and
5. Advertising through appropriate media.

#### **POSTING**

Vacancies shall be posted in the directory in the Central Office, in each school building during the school year, and on the District's webpage.

NOTE: Districts are required to post all certified vacancies on the Kentucky Department of Education's web site.

All postings at the local level shall be made within five (5) working days of each certified vacancy opening. The closing date for receiving applications shall be listed when vacancies are posted.

#### **CERTIFIED VACANCIES**

The Superintendent/designee shall notify the Chief State School Officer of the vacancy at least ~~fifteen (15)thirty (30)~~ days prior to filling the position. When such a vacancy needs to be filled in fewer than ~~fifteen (15)thirty (30)~~ days to prevent disruption of necessary instructional or support services, a waiver may be requested from the Chief State School Officer. If the waiver is approved, the appointment shall not be made until the person selected has been approved by the Chief State School Officer.

#### **APPLICATIONS**

Completed applications should be stored in the Human Resources office and accompanied by transcripts and certificates, as appropriate.

The Superintendent/designee shall review each application for completeness and shall send a notice to each applicant indicating (a) the date of the review and (b) any additional materials requested.

**Hiring**

**SELECTION FACTORS**

The Superintendent/designee shall screen applicants based on the following factors:

1. Certification (when required for the position)
2. Educational background
3. Previous work experience
4. Recommendations
5. Personal characteristics exhibited during the interview process:
  - a. Ability to communicate
  - b. Ability to work cooperatively with others
  - c. Applicant's educational philosophy
  - d. Knowledge of work area or subject matter
6. Results from required testing

**EMPLOYMENT**

For SBDM schools, hiring shall follow statutory guidelines and the provisions of Policy 02.4244, and the Superintendent shall complete the hiring process. Decisions on Central Office and District-wide personnel shall be made by the Superintendent/designee. The Superintendent shall inform the Board of the appointment of all personnel.

**CONTRACT**

Personnel hired by the Superintendent shall be notified of their contractual obligations by letter. The contract must be signed and returned to the Personnel Office within two (2) weeks. If not returned within this time frame, the contract may be considered null and void.

EXPLANATION: CHANGES TO 704 KAR 3:370 REMOVE THE PROFESSIONAL GROWTH AND EFFECTIVENESS SYSTEM AND ESTABLISH A STATEWIDE FRAMEWORK FOR PERSONNEL EVALUATION.  
FINANCIAL IMPLICATIONS: NONE ANTICIPATED

PERSONNEL

03.18 AP.22

**-CERTIFIED PERSONNEL-**

### **Evaluation Committee/Evaluators and Observers**

#### **EVALUATION COMMITTEE ~~TASKS~~**

An Evaluation Committee consisting of an equal number of teachers and administrators shall develop the certified evaluation plan, the personnel evaluation procedures and forms meeting all requirements of the Kentucky Framework for Personnel Evaluation.

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The following tasks have been completed by the Evaluation Committee, which shall consist of equal numbers of teachers and administrators:

- ☐ Developing the processes to be used in formative and summative evaluations for certified positions below the level of District Superintendent.
- ☐ Developing all forms associated with the evaluation process.
- ☐ Establishing a procedure for certified employees to review their summative evaluation.
- ☐ Developing plan for providing assistance to certified employees in formulating their professional growth plans.

#### **TRAINING AND TESTING OF EVALUATORS ~~AND OBSERVERS~~**

In meeting the evaluation requirements of KRS 156.557 and 704 KAR 3:370, evaluators shall be trained, tested, and approved according to the District's certified evaluation plan on a four (4) year cycle, and observers shall be trained as follows:

Year one (1) of the District's evaluator training cycle shall include the following training requirements: Evaluator training shall include:

- a) Initial certified evaluation training and testing provided by the Kentucky Department of Education or provider approved by the Department;
- b) Training on KRS 156.557 and 704 KAR 3:370;
- c) Training in identifying effective teaching and management practices, in effective observation and conferencing techniques, in development of student growth goals, in providing clear and timely feedback, in establishing and assisting with a professional growth plan, and in summative decision techniques; and
- e)d) A minimum of six (6) hours annually of personnel evaluation system training approved by the Instructional Leadership Improvement Act established in 704 KAR 3:325.
- d) Training provided by KDE for all certified administrator evaluators who have never evaluated certified school personnel; and
- e) Training for all other evaluators, by a provider who has been approved by KDE as a trainer for the Instructional Leadership Improvement Program established in 704 KAR 3:325.



**Evaluation Committee/Evaluators and Observers****TRAINING AND TESTING OF EVALUATORS AND OBSERVERS (CONTINUED)**

~~Year one (1) of the District's evaluator training cycle shall include the following testing requirements:~~

- ~~a) An evaluator shall successfully complete testing of research-based and professionally accepted teaching and management practices and effective evaluation techniques;~~
- ~~b) The testing shall be conducted by KDE or an individual or agency approved by KDE; and~~
- ~~b) The testing shall include certification as an observer through the KDE-approved observer certification process for an evaluator who is evaluating teachers or other professionals.~~

~~KDE shall issue year one (1) approval as an evaluator upon the evaluator's successful completion of the required evaluation training and testing program and successful completion of observer certification.~~

~~Years two (2) and three (3) of the District's evaluator training and testing cycle shall include a minimum of six (6) hours in each year and shall include:~~

- ~~(-) Observer calibration training, as approved by KDE, for all evaluators who observe teachers or other professionals, for the purpose of evaluation;~~
- ~~(-) Update training on personnel evaluation statutes and administrative regulations; and~~
- ~~(-) Training for evaluators on any changes to the personnel evaluation system and certified evaluation plan, policies, or procedures.~~

~~Year four (4) of the District's evaluator training and testing cycle shall include refresher evaluator training and, if evaluating teachers or other professionals, recertification training and testing.~~

**TRAINING AND TESTING OF OBSERVERS**

~~The District certified evaluation plan may require the use of additional trained administrative personnel to observe and provide information to the evaluator. Peer observations may be used as a source of evidence only if requested by the teacher or other professional and would be used to inform summative ratings.~~

~~The District shall require authorized peer observation observers to complete the KDE-approved peer observer training be performed by individuals who are trained in peer observation techniques and responsibilities prior to the first such observation at least once every three (3) years. Peer observation training shall include training in effective observation and conferencing techniques and the roles and responsibilities of peer observers, evaluatees, and certified school personnel.~~

**DISTRICT CONTACT**

~~The District shall designate a contact person responsible for monitoring evaluator training and for implementing the system.~~

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EXPLANATION: SB 236 (2017) AMENDED KRS 160.380 TO REQUIRE EMPLOYEES TO REPORT TO THE SUPERINTENDENT WHEN THEY HAVE BEEN FOUND BY THE CABINET FOR HEALTH AND FAMILY SERVICES TO HAVE ABUSED OR NEGLECTED A CHILD. SB 101 (2018) HAS AN EMERGENCY CLAUSE MAKING THE AMENDMENTS CURRENTLY EFFECTIVE.  
FINANCIAL IMPLICATIONS: POSSIBLE COST OF TERMINATION HEARINGS

PERSONNEL

03.21 AP.254

### **Driving Record Violations and Personnel Actions**

#### **NEW/RETURNING BUS DRIVERS**

The District shall perform a driving history check on school bus drivers prior to initial employment and after a break in service (excluding summers). Decisions to employ or re-employ an individual shall be contingent on receipt of records revealing no driving history convictions that would, as determined by the Superintendent, affect the individual's ability to perform the job.

A person shall not be employed as a school bus driver if convicted within the past five (5) years of driving a motor vehicle under the influence of alcohol or any illegal drug.

#### **CURRENT EMPLOYEES**

Current bus drivers shall undergo driving records checks at intervals determined by Board policy. Those whose driving record checks reveal the following violations may be subject to appropriate disciplinary action, up to and including, termination/nonrenewal.

1. Speeding/major - speeding more than sixteen (16) miles per hour faster than the speed limit within the last two (2) years;
2. Speeding/minor – speeding less than sixteen (16) miles faster than the speed limit more than once within the last two (2) years;
3. Collision resulting in a citation being issued to applicant for being at fault;
4. Under the influence of alcohol or any illegal drugs while on duty or with remaining driving responsibilities that same day;
5. Revocation of driver's license;
6. Conviction for DUI/DWI;
7. Conviction for reckless driving;
8. Citation for any moving motor vehicle violation that includes either DUI/DWI and reckless driving;

(A minor motor vehicle violation such as failing to make a full stop at a traffic signal need not be reported to the Superintendent.)

9. Conviction for a felony sex crime or as a violent offender as defined in KRS 17.165; ~~or~~
10. Failure to notify the Superintendent if the classified employee has been found by the Cabinet for Health and Family Services to have abused or neglected a child, and if the employee has waived the right to appeal such a substantiated finding or the finding has been upheld upon appeal; or

- ~~10-11.~~ Other criminal or moving vehicle violation, as determined by Superintendent/designee to bear a reasonable relationship to the ability of the individual to perform the job.

**NOTE:** 702 KAR 5:080 requires bus drivers to report to the Superintendent/designee any violations falling under points five through eight (5-8) above.

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EXPLANATION: HB 527 DEFINES BEST INTEREST OF THE CHILD AND REQUIRES DISTRICTS TO PROVIDE TRANSPORTATION TO THE SCHOOL OF ORIGIN IF DETERMINED TO BE IN THE BEST INTEREST OF THE CHILD AS IT RELATES TO EDUCATIONAL STABILITY.  
FINANCIAL IMPLICATIONS: COST OF TRANSPORTING STUDENTS

## TRANSPORTATION

06.32 AP.1

### Eligibility for Transportation

#### STUDENTS WITH DISABILITIES

The need for special transportation for students with disabilities must be determined by the ARC or Section 504 Team and stated in the student's Individual Education Plan (IEP) or Section 504 Plan.

#### CAREER AND TECHNICAL STUDENTS

High school students attending an area career and technical school or extension center are eligible to be transported from the high school to the career and technical school. Transportation will be provided by the District in accordance with state regulations.

#### DISTANCE LIMITATIONS

Three (3)- and (4)-year-old preschool children and students with disabilities are not required to meet the distance specifications in Policy 06.32 to be eligible for school transportation.

#### PRESCHOOL TRANSPORTATION

When the parent/guardian, or a person authorized by the parent/guardian to accept the child, is not present upon midday or afternoon delivery, the child shall be returned to the school upon completion of the route. The parent/guardian shall be notified of the child's location and shall be responsible for pick up.

Upon the third (3rd) time the assigned adult is not present to receive the child, the parent(s)/guardian will be requested to provide transportation for the child.

#### CHILDREN IN FOSTER CARE

The Superintendent will ~~designate~~appoint a Foster Care Liaison~~Point of Contact (POC)~~ to coordinate activities relating to the District's provision of services to children placed in foster care, including transportation services, when the District is notified by the Cabinet for Health and Family Services, Department for Community Based Services ("the Department") in writing that the ~~Cabinet~~Department has designated its foster care ~~point of contact~~POC for the District. The Superintendent may ~~designate~~appoint the Foster Care Liaison~~District POC~~ prior to such notice from the ~~Department~~Cabinet.

The District will collaborate with the Cabinet~~Department~~ when transportation is required to maintain children placed in foster care in a school of origin outside their usual attendance area or District when in the best interest of the student. Under the supervision of the Superintendent/designee, the District Foster Care Liaison~~POC~~ ~~may~~will invite appropriate District officials, the ~~Cabinet~~Department ~~point of contact~~POC, the foster parents, and officials from other districts or agencies to consider how such transportation is to be promptly arranged and funded in a cost effective manner in accordance with the Department's authority to use child welfare funding. The Department, in consultation with the District, shall make the determination on whether the child shall remain enrolled in the school of origin based on the best interest of the child, weighing the promotion of educational stability as a primary factor.

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**Eligibility for Transportation****CHILDREN IN FOSTER CARE (CONTINUED)**

If the Department finds it is in the best interest of a child to remain in the school of origin upon placement of the child in a new school district, reasonable transportation shall be offered from the location of placement to the school of origin in which the child is enrolled for any regularly scheduled school day. Such may result in additional transportation costs to a foster parent, child placing agency, child care facility, or the District. The District will provide transportation if necessary to maintain a child in the school of origin if the Department agrees to reimburse the District for the cost of such transportation. Transportation costs incurred shall be reimbursed by the Department on request. Alternatively, the District may agree to pay the cost of such transportation or the District and the Department may agree to share the cost.

The arrangement and funding will be in accordance with the Cabinet's authority to use child welfare funding when required to maintain children in foster care in their school of origin when in the best interest of the student.

If there are additional costs to be incurred in providing transportation to maintain a student in the school of origin, the District will provide transportation to such school if:

- The Cabinet agrees to reimburse the District for the cost of such transportation;
- The District agrees to pay for the cost of such transportation; or
- The District and the Cabinet agree to share the cost of such transportation.

**DEFINITIONS**

"Foster Care" means 24-hour care for children placed away from their parents, guardians, or person exercising custodial control or supervision and for whom the Cabinet has placement care and responsibility.

"School of origin" means the public school in which a child was enrolled immediately prior to placement in foster care.

While "Best Interest" is not defined in ESSA, that determination shall take into account all relevant factors, including consideration of the appropriateness of the current educational setting, and the proximity to the school in which the child is enrolled at the time of foster care placement.<sup>1</sup>

"Best interest of the child" takes into consideration the following factors including but not limited to:

- The benefits to the child of maintaining educational stability;
- The appropriateness of the current educational setting;
- The child's attachment and meaningful relationships with staff and peers at the current educational setting;
- The influence of the school's climate on the child;
- The safety of the child; and
- The proximity of the placement to the school of origin, and how the length of a commute would impact the child.<sup>1</sup>

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TRANSPORTATION

06.32 AP.1  
(CONTINUED)

**Eligibility for Transportation**

**REFERENCES:**

<sup>4</sup> [Non-Regulatory Guidance: Ensuring Educational Stability for Children in Foster Care](#)

<sup>1</sup> [New Section of KRS 199.800 to 199.805](#)

KRS 605.120

922 KAR 1:350

42 U.S.C. § 675(4)(A)

20 U.S.C. § 6311(g)(1)(E)

20 U.S.C. § 6312(c)(5)

P. L. 114-95, (Every Student Succeeds Act of 2015)

EXPLANATION: THE "EVERY STUDENT SUCCEEDS ACT OF 2015" (P. L. 114-95) ELIMINATED THE "SUPPLEMENTAL EDUCATION SERVICES" PROGRAM AND REPLACED IT WITH THE "DIRECT STUDENT SERVICES" PROGRAM WITH A DIFFERENT SET OF OFFERINGS.  
FINANCIAL IMPLICATIONS: POSSIBLE TRANSPORTATION AND MATERIAL/PROGRAM COSTS

## CURRICULUM AND INSTRUCTION

08.133 AP.1

### Extended School/Direct Student Services

Eligible students shall be provided extended school (ESS) and/or [direct student](#) services ([DSS](#)) in accordance with the following procedures.

#### ELIGIBILITY FOR EXTENDED SCHOOL SERVICES

One (1) or more of the following methods of documentation shall be used to determine which students shall be eligible for and in the greatest need of extended school services:

1. Teacher recommendation;
2. Academic performance data, including diagnostic, formative, interim, or summative assessments;
3. Student performance on high school, college, and workforce readiness assessments required by KRS 158.6459; or
4. Behavioral and developmental progress as documented in formal and informal assessments and reports.

#### SELECTION FOR EXTENDED SCHOOL SERVICES

Selection criteria for the extended school services program shall be in compliance with applicable administrative regulations.

#### NOTIFICATION TO PARENTS OF EXTENDED SCHOOL SERVICES

Parents of eligible students shall be notified using Procedure 08.133 AP.2.

The District will inform parents and guardians of the availability of extended school services, the rationale for offering extended school services, and consequences of not obtaining a high school diploma.

#### STUDENTS ATTENDING PRIVATE, PAROCHIAL, OR HOME SCHOOLS

Students residing within the District's boundaries who attend private, parochial, or home schools shall be eligible for the after-school tutorial program or enrollment in the summer school program in the attendance area in which they reside. Parents should contact the building Principal in that attendance area or the District ESS Coordinator to enroll in the program.



**Extended School/Direct Student Services****DIRECT STUDENT SERVICES**

Direct student services shall be available to students in schools identified by the State for comprehensive support and improvement and for low-achieving students in schools implementing targeted support and improvement plans. Direct student services include:

- Enrollment in academic courses not otherwise available at a student's school;
- Credit recovery and academic acceleration courses;
- Activities that assist students in successfully completing postsecondary level instruction that are accepted for credit at such institutions (Advanced Placement, International Baccalaureate, etc.);
- Components of a personalized learning approach such as high-quality academic tutoring; and
- Transportation to allow a student enrolled in a school identified for comprehensive support and improvement to transfer to another public school.

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Costs associated with direct student services shall be in compliance with state and federal law and regulations.

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**REFERENCES:**

KRS 158.6459

704 KAR 3:390

P.L. 114-95. (Every Student Succeeds Act of 2015)

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**RELATED PROCEDURE:**

08.133 AP.2

EXPLANATION: REVISIONS TO 704 KAR 7:090 ADD UNACCOMPANIED YOUTH, CHANGE THE HOMELESS COORDINATOR TO LIAISON, AND ADD FOSTER CARE LIAISON.  
FINANCIAL IMPLICATION: NONE ANTICIPATED

STUDENTS

09.12 AP.1

### **Student Enrollment and Homeless/Immigration Status**

#### **IMMIGRANT STATUS**

The Principal/designee shall notify school staff that a student's right to enrollment does not depend on his/her or the parent/guardian's immigration status.

School personnel should not engage in any practice that would inhibit or discourage an unauthorized alien student or any other student from attending.

#### **HOMELESS STUDENTS AND UNACCOMPANIED YOUTH**

The term "homeless" shall refer to children and youths who lack a fixed, regular and adequate nighttime residence and includes those that are:

1. Sharing the housing of other persons due to loss of housing, economic hardship or a similar reason;
2. Living in motels, hotels, trailer parks or camping grounds due to the lack of alternative adequate accommodations;
3. Living in emergency or transitional shelters;
4. Abandoned in hospitals;
5. Residing in a primary nighttime residence that is a public or private place not designed for or ordinarily used as a regular sleeping accommodation for human beings;
6. Living in cars, parks, public spaces, abandoned buildings, substandard housing, bus or train stations or similar settings; and/or
7. Migratory children who are living in the previously described circumstances.

#### **GUIDELINES FOR ENROLLMENT**

1. In general, only minimal information, such as name and age, can be required to enroll any student in school.
2. Types of reliable proof of a student's identity and age may include, but are not be limited to:
  - Passport
  - Military identification or immigration card
  - Baptismal certificate
  - Copy of the record of baptism that has been notarized or duly certified and reflects the date of the student's birth
  - Any religious record authorized by a religious official
  - Recording of the student's name and birth in a family Bible or other religious text
  - Notarized statement from the parents or another relative or guardian as to the date of the student's birth
  - Prior school record indicating the date of the student's birth
  - Driver's license or learner's permit
  - Adoption record

**Student Enrollment and Homeless/Immigration Status****GUIDELINES FOR ENROLLMENT (CONTINUED)**

- Affidavit of identity and age
  - Any government document or court record reflecting the date of the student's birth
  - Oral proof when the native language of a parent or guardian is not a written language.
3. A student's exact date of birth (month, day and year) is not required for initial enrollment.
  4. When a student is an unaccompanied homeless youth, appropriate staff of emergency shelters, transitional shelters, independent living programs and street outreach programs may offer proof of age and identity of a student for initial enrollment purposes.
  5. The District homeless student ~~eeordinator~~liaison shall work with the local child welfare agency, the school last attended, or other relevant agencies to obtain essential records that are not in existence ~~and immediately place the student in appropriate programs~~so that enrollment shall not be delayed or denied.
  6. To the extent possible, the District homeless student ~~eeordinator~~liaison shall attempt to provide required notices to non-English speaking parents via written language understandable to the general public and in the native language or other mode of communication of the parent with documentation of the attempt. If the native language of the parent is not a written language, the ~~eeordinator~~liaison should take steps to ensure that the notice is translated orally or by other means so that the parent understands the content of the notice and that there is written evidence of the translation to the extent possible with documentation of the attempt.

**CHILDREN IN FOSTER CARE**

The foster care liaison may also be the homeless education liaison. The foster care liaison's responsibilities shall be to ensure that:

1. The child in foster care remains in his or her school of origin, unless it is determined that remaining in the school of origin is not in that child's best interest;
1. If it is not in the child's best interest to stay in his or her school of origin, the child is immediately enrolled in the new school even if the child is unable to produce records normally required for enrollment; and
2. That the new (enrolling) school immediately contacts the school of origin to obtain relevant academic and other records.

**DISTRICT FORM**

Please refer to Procedure 09.224 AP.21 for a copy of the District's enrollment and emergency information form.

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EXPLANATION: HB 147 AMENDS KRS 158.838 TO ADD MEDICATION PRESCRIBED TO TREAT SEIZURE DISORDER SYMPTOMS, REQUIRES THAT A SEIZURE ACTION PLAN BE CREATED FOR STUDENTS WITH SEIZURE DISORDERS, TRAINING FOR PERSONNEL AND HOW THEY CAN BE CONTACTED DURING AN EMERGENCY.  
FINANCIAL IMPLICATIONS: COST OF TRAINING

STUDENTS

09.224 AP.1

### **Emergency Medical Care Procedures**

The emergency medical care procedures listed below are to be followed in case of serious accidents and/or sudden illnesses occurring in the schools:

#### **EMERGENCY INFORMATION**

Emergency care information for each student shall be filed in the Principal's office. This information is to include:

1. Student's name, address, and date of birth.
2. Parents' names, addresses, and home, work, and emergency phone numbers.
3. Name and phone number of family physician and permission to contact health care professionals in case of emergency.
4. Name and phone number of "emergency" contact (person other than parent/guardian) to reach, if necessary.
5. Unusual medical problems, if any.

#### **MEDICAL EMERGENCY PROCEDURES**

The following procedures shall be used in a medical emergency:

1. Administer first aid by a school employee trained in first aid and CPR in accordance with state regulation.
2. Contact the child's parent or other authorized person(s) listed on the school emergency card to:
  - a) Inform parent or authorized contact that the child is not able to remain at school.
  - b) Indicate the apparent symptoms; however, do not attempt to diagnose.
  - c) Advise the contact that s/he may want to contact a health care practitioner regarding the child's condition.
3. Take care of child until parent, health care practitioner, or ambulance arrives.
4. Use emergency ambulance service if needed.
5. Administer medication in accordance with District policy and procedure when ordered by the student's personal health care practitioner.
6. Keep the student in a first aid area if s/he appears to be unable to return to the classroom.
7. Do not allow the student to leave school with anyone other than the parent/guardian/designee after an accident or when ill.
8. After a child has an accident or becomes ill at school, arrange transportation home with the parent/guardian/designee.
9. Report all emergency situations to the person in charge, to the Principal, and to the Superintendent/designee.
10. Treat students with contagious diseases, including AIDS, according to state guidelines.
11. Employees shall follow the District's Exposure Control Plan when clean-up of body fluids is required.

**Emergency Medical Care Procedures****SUPPLIES/PERSONNEL**

1. Each school shall have an approved first-aid kit and designated first-aid area.
2. At least one (1) adult employee in each school shall have completed and been certified in a standard first-aid course, including but not limited to, CPR.
3. As provided by Policy 09.224, any school that has a student enrolled with diabetes or seizure disorders shall have on duty during the school day or during any school-related activities in which the student is a participant, at least one (1) school employee who is a licensed medical professional, or has been appropriately trained to administer or assist with the self-administration of glucagon, insulin or ~~FDA approved~~ seizure rescue medication or medication prescribed to treat seizure disorder symptoms approved by the FDA as prescribed by the student's health care practitioner. The training shall also include recognition of the signs and symptoms of seizures and the appropriate steps to be taken to respond to these symptoms.
4. The parent or guardian of each student diagnosed with a seizure disorder shall collaborate with school personnel to implement a seizure action plan, prepared by the student's treating physician, which shall be kept on file in the office of the school nurse or school administrator.
5. Any school personnel or volunteers responsible for the supervision or care of a student diagnosed with a seizure disorder shall be given notice of the seizure action plan, the identity of the school employee or employees trained in the administration of seizure medication, and how they may be contacted in the event of an emergency.

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**DOCUMENTATION**

A complete record of any emergency care provided shall be made and filed with the student's health record. The following information shall be recorded:

1. Time and place accident or illness occurred.
2. Causative factors, if known.
3. Type of care provided and name(s) of person(s) who gave emergency treatment.
4. Condition of the student receiving emergency care.
5. Verification of actual contacts and attempts to contact parent/guardian.
6. List of names of persons who witnessed the accident or illness and the treatment rendered, as appropriate.

**RELATED POLICIES:**

09.224  
09.2241

**RELATED PROCEDURES:**

09.224 AP.21  
09.2241 AP.21  
09.2241 AP.22  
09.2241 AP.23

**Request to Place an Item on the Agenda**

Date: \_\_\_\_\_

Agenda Item (Action Item) \_\_\_\_\_

Consider/Approve \_\_\_\_\_

Applicable Board Policy: \_\_\_\_\_

History/Background: \_\_\_\_\_

Fiscal/Budgetary Impact: \_\_\_\_\_

Recommendation: \_\_\_\_\_

Contact Person: \_\_\_\_\_

*Principal* \_\_\_\_\_ *District Administrator* \_\_\_\_\_ *Superintendent* \_\_\_\_\_

*Use this form to submit your request to the Superintendent for items to be added to the Board Meeting Agenda.*

*Principal – complete, print, sign, and send to your Director. Director – if approved, sign and put in the Superintendent's mailbox.*

*\*Electronic template can be found on the Kenton County Schools website\**

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EXPLANATION: CHANGES TO 704 KAR 3:370 REMOVE THE PROFESSIONAL GROWTH AND EFFECTIVENESS SYSTEM AND ESTABLISH A STATEWIDE FRAMEWORK FOR PERSONNEL EVALUATION.

FINANCIAL IMPLICATIONS: NONE ANTICIPATED

DRAFT 5/11/18

DRAFT # 2: 6/22/18

PERSONNEL

03.18 AP.1

- CERTIFIED PERSONNEL -

### Evaluation

#### SCHEDULE OF EVALUATIONS

Evaluation of all certified personnel shall be done on the following schedule:

1. All non-tenured certified staff~~teachers~~ shall be evaluated at least annually;
2. All tenured certified staff~~teachers~~ shall be evaluated at least once every three (3) years;
3. All District certified staff, including principals and assistant principals shall be evaluated at least once every three (3) year period or as often as documentation deems necessary.~~All administrators shall be evaluated annually, including the Superintendent.~~ The evaluation of the Superintendent is the responsibility of the Board.
4. A review procedure shall be available to all school personnel:
  - a. All supervisory personnel in the authority line of the particular staff member shall read and initial all evaluations prior to filing in the personnel file. A review of the evaluation by any supervisory person outside the authority line shall conform to the District policy regarding personnel files.
  - b. All evaluations shall be signed and dated by the evaluator and the certified staff member being evaluated.
  - c. If an evaluatee feels any written evaluation is incomplete, inaccurate, or unjust, s/he shall put his/her objections in writing and have them attached to the evaluation report to be placed in his/her personnel file within seven (7) school days after the writing of the evaluation. In any case, the evaluatee shall initial any and all evaluation reports to indicate that s/he has seen and read the evaluation. The evaluatee and the evaluator shall sign and date any addendum to the evaluation.
  - d. Additional administrative personnel may be used at the option of the Superintendent/designee, in addition to the primary evaluator, to provide and review any evaluation.
  - e. Any evaluatee may appeal his/her evaluation to the local Appeals Panel. The request for an appeal shall be in writing to the Superintendent, and shall be made within ten (10) school days of the summative conference.

#### EVALUATION FORMS

All forms shall be approved by the District Evaluation Committee prior to submission to the Board.

## Evaluation

### **TIMELINE**

1. ~~The evaluation criteria and evaluation process to be used shall be explained to and discussed with certified school personnel no later than the end of the evaluatee's first thirty (30) calendar days of the school year as provided in regulation. Within one (1) month of reporting for employment,~~ The responsible supervisor shall conduct a conference with all teachers or administrators to be evaluated that year. Evaluation procedures and forms shall be thoroughly reviewed and distributed to each evaluatee. A general time table shall be established for completion of the required evaluations.
2. Individual conferences may also be scheduled as needed. Attendance at the orientation conferences should be documented.
3. Teachers should fill out the pre-observation guide. This form is required for a formal observation. The pre-observation conference may be through electronic media if it is mutually agreeable to both parties. Evaluators should consider a variety of observation techniques. Video tape observation shall be done at the mutual consent of both parties.
4. Following at least two (2) formal observations, an evaluation form shall be completed by the evaluator. ~~The summative conference shall be held within thirty (30) days of the final observation.~~ The certified staff member shall have a copy of the written evaluation at least two (2) days prior to the summative conference. Goal planning should be included in the summative conference. Growth Plans must be chosen and written down on the evaluation forms.
5. Follow-up observations and conferences should be scheduled as needed, but especially when areas of concern and unsatisfactory ratings appear in the evaluation. Multiple evaluations are also recommended when these ratings are given.
6. All forms shall be sent to the Central Office after the summative conference. These shall include the pre-observation forms and any others attached to the summative.
7. The Superintendent/designee is responsible for evaluation training and is the contact person for the evaluation plan.
8. The summative evaluation of teachers shall be completed by April 30 each school year. The summative evaluation shall be given to the teacher two (2) working days before the summative conference. ~~Evaluation of administrators shall be completed annually.~~

### **EVALUATION OF TEACHERS**

1. All certified personnel shall be provided with an orientation to the evaluation process and the criteria for evaluation ~~no later than the end of the evaluatee's first thirty (30) calendar days of the school year within one (1) month of reporting for employment.~~
2. The evaluator shall hold a pre-observation conference with the evaluatee to discuss the evaluation process.
3. Based on the information from observations and discussions, the evaluator is to rate the evaluatee's performance with respect to the criteria listed on the evaluation instructions.
4. The evaluator is encouraged to add pertinent comments at the end of each major domain.
5. The evaluatee is provided an opportunity to respond in writing within seven (7) school days to the evaluator's ratings and comments.



**Evaluation****EVALUATION OF TEACHERS (CONTINUED)**

6. The evaluator and the evaluatee must discuss the results of the appraisal and any recommended action pertinent to such.
7. The evaluator and the evaluatee shall sign the instrument in the assigned spaces. The evaluatee's signature indicates only that s/he has seen and read the evaluation. The Principal must review and initial all summative evaluations that were written by Assistant/~~Associate~~ Principal(s).
8. The instrument and all mandatory forms must be filed in the evaluatee's personnel folder and a signed copy given to the evaluatee.
9. In case of an unsatisfactory evaluation, a plan for providing assistance to the evaluatee shall be jointly formulated by the evaluator and the evaluatee.
10. Individual Professional Growth Plans shall be used as means of performance improvement. Individual Professional Growth Plans may remediate weaknesses and/or provide for enrichment. All certified employees shall develop an Individual Professional Growth Plan on an annual basis that shall be aligned with the school/District improvement plan and comply with requirements of ~~704 KAR 3:370~~ 704 KAR 3:345.
11. For each evaluation form, the Performance Evaluation Key is the same. The District intends to establish high standards as reflected in the following scale:
  - a. **Consistently Exceeds Performance Expectations** – Exemplary
  - b. **Consistently Meets Performance Expectations** - ~~Accomplished~~Proficient
  - c. **Marginal Performance** – Developing
  - d. ~~Unsatisfactory~~ Beginning
  - e.d. **Ineffective**~~Unsatisfactory~~

**EVALUATION OF ADMINISTRATORS**

The Superintendent/designee is responsible for the evaluation of all administrators. The Superintendent/designee shall confer concerning these evaluations. Principals are responsible for the evaluation of their respective Assistant/Associate Principal(s).

All administrators are to be evaluated using the following procedures:

1. An individual meeting shall be held at the start of the evaluation cycle. In addition to reviewing the evaluation procedure, topics in this conference shall include:
  - a. the administrator's assignment and job description and the particular philosophy that the assignment may entail;
  - b. the "Yearly Plan of Goals and Objectives" for the school or program;
  - c. individual Growth Plans; and
  - d. any other supporting data.

This meeting shall be documented.



**Evaluation****EVALUATION OF ADMINISTRATORS (CONTINUED)**

2. There shall be a minimum of two (2) observations. Observations shall be documented on the approved form.
3. Formal and informal observations shall be documented and shared with the evaluatee within five (5) school days.
4. Designations by the Superintendent of an evaluator shall be made early in the school year. It is recommended that one administrative formal observation be completed during the first semester of the school year and one in the second semester of the school year.
5. A Summative Conference shall be held at the end of the evaluation cycle and the Evaluation form completed. Growth Plans may be completed at this time or carried over to the next cycle.

Administrators have the same rights as other certified personnel concerning evaluations including, the right to a local appeal within ten (10) workdays; the right to an appeal to the State Evaluation Appeals Panel concerning procedural violations; the opportunity to submit a written response within seven (7) workdays; and the right to have a copy of the written evaluation at least two (2) days prior to the Summative Conference.

**APPEAL FORM**

The appeal of an evaluation shall be filed on the prescribed form (03.18 AP.21) and filed in the Superintendent's office within ten (10) school days of the Summative Conference.

**Contracts of Agreement for Basic Diploma**

**CONTRACT OF AGREEMENT FOR BASIC DIPLOMA**

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Student Name: \_\_\_\_\_ Grade: \_\_\_\_\_

High School: \_\_\_\_\_

Students meeting the following criteria may apply for a Kenton County Basic High School Diploma that meets the state minimum requirements as set in 704 KAR 3:305. Please check that the following have been met.

1. ☐ Principal's Recommendation
2. ☐ All SWS/Alternative School options have been reviewed
3. ☐ Enrolled in a Kenton County High School for two (2) semesters. Semester 1: \_\_\_\_\_  
Semester 2: \_\_\_\_\_
4. ☐ In order to meet the four (4) year attendance requirements, this diploma shall not be awarded to any student prior to the graduation date of the class with which s/he entered public school or class of which s/he would have been a member.  
Year 1: \_\_\_\_\_ Year 2: \_\_\_\_\_ Year 3: \_\_\_\_\_ Year 4: \_\_\_\_\_
5. ☐ Student has written permission from their parent/guardian for participation (only applicable if student is under 18 years of age.)
6. ☐ Student has demonstrated performance-based competency in technology.
7. ☐ Student has met the Kentucky Minimum High School Graduation Requirement outlined in 704 KAR 3:305 and Board Policy.

Students receiving the Kenton County Basic High School Diploma will not be allowed to participate in the graduation exercises at their assigned high school. Basic Diplomas will be granted at a Board meeting following the completion of all course work, contract terms and after graduation of student's class. Acceptance must be prior to completion date.

Fill out all information below to show total credits earned. Check the courses completed and list uncompleted courses.

**English (4 credits needed):**

1. Course Name: \_\_\_\_\_
2. Course Name: \_\_\_\_\_
3. Course Name: \_\_\_\_\_
4. Course Name: \_\_\_\_\_

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**Mathematics (3 credits needed):**

1. Algebra I: \_\_\_\_\_
2. Algebra II: \_\_\_\_\_
3. Geometry: \_\_\_\_\_
4. 4<sup>th</sup> Year Course Name: \_\_\_\_\_

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**Science (3 credits needed):**

1. Course Name: \_\_\_\_\_
2. Course Name: \_\_\_\_\_
3. Course Name: \_\_\_\_\_
4. Course Name: \_\_\_\_\_

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**Contracts of Agreement for Basic Diploma****CONTRACT OF AGREEMENT FOR BASIC DIPLOMA**

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**Social Studies (3 credits needed):**

1. Course Name: \_\_\_\_\_ 2. Course Name: \_\_\_\_\_  
 3. Course Name: \_\_\_\_\_ 4. Course Name: \_\_\_\_\_

**Health/PE (.5 credit each needed):**

1. Health: \_\_\_\_\_ 2. PE: \_\_\_\_\_

**Visual & Performing Arts (1 credit needed):**

1. Course Name: \_\_\_\_\_ 2. Course Name: \_\_\_\_\_

**Electives (7 elective credits required, attach additional forms if needed):**

1. Course Name: \_\_\_\_\_ 2. Course Name: \_\_\_\_\_  
 3. Course Name: \_\_\_\_\_ 4. Course Name: \_\_\_\_\_  
 5. Course Name: \_\_\_\_\_ 6. Course Name: \_\_\_\_\_  
 7. Course Name: \_\_\_\_\_ 8. Course Name: \_\_\_\_\_

Total Credits Earned at Acceptance: \_\_\_\_\_

Total Credits Earned Upon Completion: \_\_\_\_\_  
(22 Minimum)**ACCEPTANCE OF CONTRACTUAL TERMS**

_____ Student Signature	_____ Date
_____ Parent/Guardian Signature	_____ Date
_____ Principal's Signature	_____ Date
_____ Superintendent/Designee's Signature	_____ Date

**VERIFICATION/COMPLETION OF CONTRACTUAL TERMS AND FINAL TRANSCRIPT**

_____ Principal's Signature	_____ Date
_____ Superintendent/Designee's Signature	_____ Date
_____ Board Meeting Date	_____ Student Informed of Board Meeting



**Contracts of Agreement****CONTRACT OF AGREEMENT FOR KENTON COUNTY STATE MINIMUM STANDARDS DIPLOMA**

Student Name: \_\_\_\_\_ Grade: \_\_\_\_\_

**ACCEPTANCE OF CONTRACTUAL TERMS**

Student Signature	Date
State Agency Signature	Date
Principal's Signature	Date
Superintendent/Designee's Signature	Date

Students meeting the following criteria may apply for a Kenton County State Minimum Standards Diploma that meets the state minimum requirements as set in 704 KAR 3:305. Please check that the following have been met.

1. ☐ Principal's Recommendation
2. ☐ State Agency's Recommendation
3. ☐ All SWS/Alternative School options have been reviewed
4. ☐ Student has demonstrated performance-based competency in technology.
5. ☐ Student has met the Kentucky Minimum High School Graduation Requirement outlined in 704 KAR 3:305 and Board Policy. Date \_\_\_\_\_ Completed

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Fill out all information below to show total credits earned.

**English** (4 credits needed): Credits at Acceptance of Contract ☐ Contract Completed

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Course Name/Credit	Course Name/Credit
Course Name/Credit	Course Name/Credit
Course Name/Credit	Course Name/Credit
Course Name/Credit	Course Name/Credit

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**Mathematics** (3 credits needed): Credits at Acceptance of Contract ☐ Contract Completed

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Course Name/Credit	Course Name/Credit
Course Name/Credit	Course Name/Credit
Course Name/Credit	Course Name/Credit
Course Name/Credit	Course Name/Credit

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**Contracts of Agreement****CONTRACT OF AGREEMENT FOR KENTON COUNTY STATE MINIMUM STANDARDS DIPLOMA****Science** (3 credits needed): Credits at Acceptance of Contract \_\_\_\_\_ ☐ Contract Completed

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<u>Course Name/Credit</u>	<u>Course Name/Credit</u>
<u>Course Name/Credit</u>	<u>Course Name/Credit</u>
<u>Course Name/Credit</u>	<u>Course Name/Credit</u>
<u>Course Name/Credit</u>	<u>Course Name/Credit</u>

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**Social Studies** (3 credits needed):Credits at Acceptance of Contract \_\_\_\_\_ ☐ Contract Completed

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<u>Course Name/Credit</u>	<u>Course Name/Credit</u>
<u>Course Name/Credit</u>	<u>Course Name/Credit</u>
<u>Course Name/Credit</u>	<u>Course Name/Credit</u>
<u>Course Name/Credit</u>	<u>Course Name/Credit</u>

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**Health/PE** (.5 credit each needed):Credits at Acceptance of Contract \_\_\_\_\_ ☐ Contract Completed

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<u>Health/Credit</u>	<u>PE/Credit</u>
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**Visual & Performing Arts** (1 credit needed):Credits at Acceptance of Contract \_\_\_\_\_ ☐ Contract Completed

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<u>Course Name/Credit</u>	<u>Course Name/Credit</u>
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**Electives** (7 elective credits required, attach additional forms if needed):Credits at Acceptance of Contract \_\_\_\_\_ ☐ Contract Completed

<u>Course Name/Credit</u>	<u>Course Name/Credit</u>
<u>Course Name/Credit</u>	<u>Course Name/Credit</u>
<u>Course Name/Credit</u>	<u>Course Name/Credit</u>
<u>Course Name/Credit</u>	<u>Course Name/Credit</u>
<u>Course Name/Credit</u>	<u>Course Name/Credit</u>

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Total Credits Earned at Acceptance: \_\_\_\_\_ Total Credits Earned Upon Completion: \_\_\_\_\_  
(22 Minimum)

CURRICULUM AND INSTRUCTION

08.113 AP.2

(CONTINUED)

**Contracts of Agreement**

**CONTRACT OF AGREEMENT FOR KENTON COUNTY STATE MINIMUM STANDARDS DIPLOMA**

**VERIFICATION/COMPLETION OF CONTRACTUAL TERMS AND FINAL TRANSCRIPT**

Principal's Signature

Date

Superintendent/Designee's Signature

Date

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