Commissioner Evaluation and Communication Plan

Evaluation Plan

The evaluation system for October 2022 – October 2023 will use the CCSSO Chief Evaluation Tool and the Commissioner's annually established goals as the basis of the Board's evaluation. The CCSSO Chief Evaluation Tool was also used as the framework for evaluations of prior commissioners.

The CCSSO Evaluation Tool includes five leadership areas (technical, human, educational, cultural, and symbolic) with more detailed competencies under each of these areas. The Commissioner's annually established goals include six areas, which were identified during the board's October 2022 regular meeting.

The evaluation process shall consist of the Commissioner providing a self-reflection on each of the CCSSO leadership areas and a narrative describing progress for each of the six established goals for 2022-2023 at least 30 days prior to the date of evaluation.

The members of the board will review the Commissioner's self-reflection and provide to the Chair comments and feedback on the Commissioner's performance over this past year, noting areas of strength and any opportunities for growth. The Chair and Vice Chair will compile and summarize feedback from the members of the Board into a summative evaluation report to be provided to the Commissioner, which shall also serve as his final annual evaluation document upon approval of the KBE.

Communication Plan

The Commissioner/KDE will share the following with all KBE members:

- KBE Weekly Update: A weekly update highlighting time-sensitive matters of interest to the Board as well as an overview of the Commissioner's appointments/calendar.
- Monday Message: A weekly email message shared with superintendents advising them of programmatic and/or policy issues that affect local districts.
- Media Releases: All media releases from the KDE Division of Communications.
- Education Headlines: A summary of education media headlines from Kentucky and across the nation.
- Bi-Weekly check-in with Chair and Vice-Chair
- Annual one-on-one meetings with board members
- Targeted communication with board members as needed

Approved October 11, 2022