

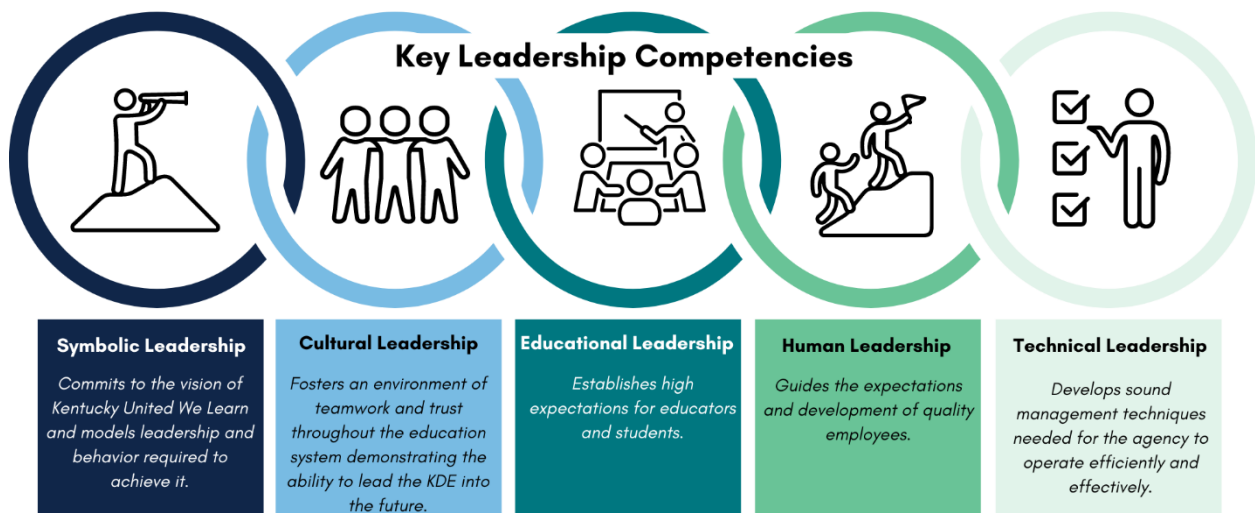


## Commissioner Evaluation and Communication Plan

### Evaluation Plan

The proposed evaluation plan for October 2024 – October 2025 will be based on the CCSSO Chief Evaluation Tool and the Commissioner’s goals established by the Board. The Commissioner’s goals for the year will be identified during the Board’s regular meeting in October 2024.

This tool covers five leadership areas—technical, human, educational, cultural, and symbolic—each with detailed competencies. The CCSSO Chief Evaluation Tool has been used as the framework for evaluating previous commissioners as well.



As part of the evaluation process, the Commissioner will provide a self-reflection on each of the CCSSO leadership areas and a narrative detailing progress on the goals established for 2024-2025. This reflection and narrative must be submitted at least 30 days before the evaluation date.

Board members will review the Commissioner’s self-reflection and provide their comments and feedback to the Chair, highlighting strengths and any opportunities for growth. The Chair and Vice Chair will then compile and summarize this feedback into a summative evaluation report. Once approved by the Board, this report will serve as the Commissioner’s final annual evaluation document.

### 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
- Targeted communication with board members as needed