

SOUTHGATE INDEPENDENT SCHOOLS

CERTIFIED PERSONNEL EVALUATION PLAN



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CERTIFIED SCHOOL PERSONNEL EVALUATION PLAN

Assurances

The Southgate Independent School District hereby assures the Commissioner of Education that:

This evaluation plan was developed by an evaluation committee composed of teachers and administrators. The evaluation plan is in compliance with KRS 156.557 and 704 KAR 003.370.

The evaluation process and criteria for evaluation will be explained to and discussed with all certified personnel annually within one month of reporting for employment. This shall occur prior to the implementation of the plan. The evaluation of each certified staff member will be conducted or supervised by the immediate supervisor of the employee.

All certified employees shall develop an Individual Professional Growth Plan (PGP) that shall be aligned with the school/district improvement plan and comply with the requirements of 704 KAR 003:370. The PGP will be reviewed annually.

All administrators, including the superintendent and non-tenured teachers, will be evaluated annually.

All tenured teachers will be evaluated a minimum of once every three years.

Each evaluator will be trained and certified in the use of appropriate evaluation techniques and the use of local instruments and procedures annually.

Each person evaluated will have both formative and summative conferences with the evaluator regarding his/her performance.

Each evaluatee shall be given a copy of his/her summative evaluation, and the summative evaluation shall be filed with the official personnel records.

The local evaluation plan provides for the right to a hearing as to every appeal, an opportunity to review all documents presented to the evaluation appeals panel, and a right to presence of evaluatee's chosen representative.

The evaluation plan process will not discriminate on the basis of race, national origin, religion, marital status, sex or disability.

This evaluation plan will be reviewed as needed and any substantive revisions will be submitted to the Department of Education for approval.

The local board of education approved the evaluation plan as recorded in the minutes of the meeting held on July 17, 2025.

Signature of the Superintendent of Schools

Signature of the Chairperson of the Board of Education

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CEP COMMITTEE MEMBERS (2025-2026)

Administrators	Teachers
Greg Duty Superintendent	Ryan Egan Middle Grades Teacher
Lois Ellison Principal	Brian Tolle Middle Grades Teacher
	Deanna Landrum Library Media Specialist
	Grace Adamson Kindergarten Teacher

CERTIFIED EVALUATION PLAN OVERVIEW

Effective teaching and school leadership depend on clear standards and expectations, reliable feedback, and the tools, resources and support for professional growth and continuous improvement.

The Superintendent shall recommend for approval of the Board and the Kentucky Department of Education an evaluation system, developed by an Evaluation Committee, for all certified employees below the level of District Superintendent, which is in compliance with applicable statute and regulation. The Evaluation Committee shall review the plan annually to ensure appropriate implementation and to make revisions as necessary. Revisions are to be approved by the Southgate Board of Education and the Kentucky Department of Education.

The evaluation criteria and evaluation process to be used shall be explained to and discussed with certified school personnel within the first (30) days of reporting for employment for each school year.

Purpose of Evaluation

According to board policy 03.18, purposes of the evaluation system shall be to:

- Improve instruction
- Provide a measure of performance accountability
- Foster professional growth
- Support individual personnel decision

Notification for Personnel

The evaluation criteria and process used to evaluate certified school personnel shall be explained to and discussed with certified school personnel within the first 30 days of employment. Amendments approved by the Kentucky Department of Education to local systems of certified personnel evaluation that occur after the end of the certified employees' first school month shall not apply to the employee until the following school year.

Evaluator Certification

All District evaluators of certified personnel must complete initial Evaluator Training (two days) offered by KDE or a KDE approved provider such as KASA, etc. as well as successfully complete training on the Kentucky Teaching Framework from an approved trainer or vendor. Annually, all certified district evaluators must receive 6 hours of EILA approved evaluation training to maintain certification.

The primary evaluator is the immediate supervisor for all evaluations. Each evaluator must meet CEP requirements prior to conducting an evaluation.

District personnel that have successfully completed training in the Kentucky Teaching Framework from an approved trainer or vendor may oversee the training of other district personnel in conducting observations for formative feedback.

CERTIFIED - PROCESSES & PROCEDURES

The vision for the Certified Evaluation Plan is to have every student taught by an effective teacher. The goal is to create a fair and equitable system to measure teacher effectiveness and act as a catalyst for professional growth.

Kentucky Frameworks for Evaluation

The Kentucky Framework for Teaching

The Kentucky Framework for Teaching is designed to support student achievement and professional practice through the domains of Planning and Preparation, Classroom Environment, Instruction, and Professional Responsibilities. The Framework also includes themes such as equity, cultural competence, high expectations, developmental appropriateness, accommodating individual needs, effective technology integration, and student assumption of responsibility. It provides structure for feedback for continuous improvement through individual goals that target student and professional growth, thus supporting overall school improvement. Evidence supporting a teacher's professional practice will be situated within one or more of the four domains of the framework.

- Domain 1: Planning and Preparation
- Domain 2: Classroom Environment
- Domain 3: Instruction
- Domain 4: Professional Responsibilities

The Kentucky Framework for Other Professionals

The Frameworks for Teaching for Other Professionals are research-based sets of components of instruction that are grounded in a constructivist view of learning and teaching. The complex activity of teaching is divided into multiple standards clustered into four domains of teaching responsibility:

- Domain 1: Planning and Preparation
- Domain 2: The Environment
- Domain 3: Instruction/Delivery of Service
- Domain 4: Professional Responsibilities

Frameworks for Teaching for Other Professionals are designed for the unique professional responsibilities of these specialists.

Performance will be rated for each component according to four performance levels: Ineffective, Developing, Accomplished, and Exemplary. The summative rating is a holistic representation of performance, combining data from multiple sources of evidence across each domain.

The use of professional judgement based on multiple sources of evidence promotes a holistic and comprehensive analysis of practice, rather than over-reliance on one individual data point or rote calculation of practice based on predetermined formulas. Evaluators also take into account how educators respond to or apply additional support and resources designed to promote student learning, as well as their own professional growth and development. Finally, professional judgment gives evaluators the flexibility to account for a wide variety of factors related to individual educator performance, such as: school-specific priorities that may drive practice in one domain, an educator's number of goals, experience level and/or leadership opportunities, and contextual variables that may impact the learning environment, such as unanticipated outside events or traumas.

Evaluators are required to use the following categories of evidence in determining overall ratings:

- Professional Growth Plan
- Self-Reflection
- Observation
- All components and sources of evidence related to supporting an educators' professional practice will be completed and recorded on the district forms.

Observation

The observation process is one source of evidence to determine educator effectiveness. The supervisor's observations provide documentation and feedback to measure the effectiveness of professional practice. The rationale for observations is to encourage continued professional learning in teaching and learning through critical reflection.

This evaluation system should be a fluid process marked by regular classroom visits, specific and regular feedback towards school goals, and support provided to teachers to meet school/individual needs. Regular classroom visits should be a minimum of one (1) time per month, for a minimum of (7) walk-throughs annually. During visits, data should be collected to measure progress towards school goals. Specific written feedback should accompany the data for visits to highlight great things happening in the classroom, as well as feedback to help move the teacher towards continued improvement on their goals.

For the evaluator: Effective evaluation is about quality, regular feedback to staff. The evaluation system and feedback should be positive and supportive, utilizing instructional coaches and other resources to best support the teachers' needs. The feedback must be timely, consistent, and mindful of instructional practice, pedagogy, planning, effective collaboration and PLC work, with student outcomes and achievement as the primary focus of the feedback.

For the evaluatee: Evaluation is an ongoing process with regular reflection, study and growth. The evaluatee is responsible for implementing the consistent feedback and coaching provided by the evaluator and embrace the mindset of continuous improvement. The evaluatee will continue to work to grow and stay open and collaborative to ensure growth. An open, trusting and transparent communication system is integral between the evaluator and evaluatee in order for true growth to occur.

The choices for the observation tool must be directly or indirectly aligned to the Kentucky Framework for Teachers and the Kentucky Framework for Other Professionals.

If either the evaluator or evaluatee believes that the evidence collected throughout the year is not adequate for completing the evaluation, either party may request a traditional observation to be added.

A post-conference meeting and signature by both evaluator and evaluatee are required as the final annual documentation, as noted in the timeline for each certified role group. Those in their summative cycle year will work with the evaluator in a post-conference to finalize the evaluatee's formative evaluation, professional growth plan and summative evaluation (5-year cycle). Those non-tenured or not in their summative cycle year will work with the evaluator in a post-conference to discuss the evaluatee's self-reflection, professional growth and formative observations.

Observation Timeline for Teachers and Other Professionals

Timeline for all Certified Staff	Non-Tenured Teacher or Other Professional 1 Year Cycle	Tenured Teacher or Other Professional 5 Year Cycle
Within the first 30 calendar days of reporting for employment	Initial orientation to review the evaluation instrument	Initial orientation to review the evaluation instrument
By October 15 (Late hires: Within 30 calendar days of reporting for employment)	Self-Reflection and Professional Growth Plan submitted to Principal on district form	Self-Reflection and Professional Growth Plan submitted to Principal on district form
If tenured and not in a summative year: September - May	Regular walkthroughs with feedback from evaluator Ongoing Self-Reflection Summative conference and finalized formative evaluation form prior to closing day	Regular walkthroughs with feedback from evaluator Ongoing Self-Reflection Summative conference & finalized formative evaluation form by closing day
If non-tenured or tenured in a summative year: September - April By April 30 (nontenured) By May 30 (tenured)	Regular walkthroughs with feedback from evaluator Ongoing Self-Reflection Summative conference and finalized formative evaluation and summative evaluation forms by April 30	Regular walkthroughs with feedback from evaluator Ongoing Self-Reflection Summative conference and finalized formative evaluation and summative evaluation forms by May 30

Professional Growth Plan & Self-Reflection

The Professional Growth Plan will address realistic, focused, and measurable professional goals. The plan will connect data from multiple sources including classroom observation feedback, data on student growth and achievement, and professional growth needs identified through self-assessment and reflection. In collaboration with the administrators, teachers will identify explicit goals which will drive the focus of professional growth activities, support, and on-going reflection.

Reflective practices and professional growth planning are iterative processes. The teacher or other professional (1) reflects on his or her current growth needs based on multiple sources of data and identifies an area or areas for focus; (2) collaborates with his or her administrator to develop a professional growth plan and action steps; (3) implements the plan; (4) regularly reflects on the progress and impact of the plan on his or her professional practice; (5) modifies the plan as appropriate; (6) continues implementation and ongoing reflection; (7) and, finally, conducts a summative reflection on the degree of goal attainment and the implications for next steps. All teachers and other professionals will participate in self-reflection and growth planning each year.

All teachers and other professionals will document self-reflection on the district form by October 15th. All certified staff hired after the first day of school, will have 30 calendar days from their start date to complete their professional growth plan and self-reflection.

Professional growth plans shall be completed on the district form by October 15th of each school year and approved annually by the primary evaluator. Professional growth plans shall be aligned with the school/district improvement plans.

Determining the Overall Performance Category

Supervisors are responsible for determining an Overall Performance Category for each teacher at the conclusion of their summative evaluation year. Ratings will be: 1. Ineffective; 2. Developing; 3. Accomplished; 4. Exemplary.

Performance Measures				
Performance Criteria	Planning	Environment	Instruction	Professionalism
<u>Teacher</u> <i>KY Framework for Teaching</i>	<u>Domain 1</u> <i>Planning and Preparation</i>	<u>Domain 2</u> <i>Classroom Environment</i>	<u>Domain 3</u> <i>Instruction</i>	<u>Domain 4</u> <i>Professional Responsibilities</i>
<u>Other Professional</u> <i>The KY Frameworks for Teaching-Specialists</i>	<u>Domain 1</u> <i>Planning and Preparation</i>	<u>Domain 2</u> <i>The Environment</i>	<u>Domain 3</u> <i>Delivery of Services</i>	<u>Domain 4</u> <i>Professional Responsibilities</i>

Performance Measures	District Decision Rules	Measure Rating
Measure 1: Planning	Observation Rating Score by evaluator + Professional Judgement of formative items = overall measure rating	Ineffective Developing Accomplished Exemplary

Measure 2: Environment	Observation Rating Score by evaluator + Professional Judgement of formative items = overall measure rating	Ineffective Developing Accomplished Exemplary
Measure 3: Instruction Delivery of Instruction	Observation Rating Score by evaluator + Professional Judgement of formative items = overall measure rating	Ineffective Developing Accomplished Exemplary
Measure 4: Professionalism	Observation Rating Score by evaluator + Professional Judgement of formative items = overall measure rating	Ineffective Developing Accomplished Exemplary

An educator's Overall Performance Category is determined by the following steps:

1. Determine the individual measures through the use of sources of evidence and professional judgment.
2. Apply Decision Rules for Rating Professional Practice.

DECISION RULES FOR RATING PROFESSIONAL PRACTICE	
IF...	THEN...
Measures 2 and 3 are rated INEFFECTIVE	Professional Practice Rating shall be INEFFECTIVE
Measures 2 OR 3 are rated INEFFECTIVE	Professional Practice Rating shall be DEVELOPING OR INEFFECTIVE
Measures 1 OR 4 are rated INEFFECTIVE	Professional Practice Rating shall NOT be EXEMPLARY
Two Measures are rated DEVELOPING, and Two Measures are rated ACCOMPLISHED	Professional Practice Rating shall be ACCOMPLISHED
Two Measures are rated DEVELOPING, and Two Measures are rated EXEMPLARY	Professional Practice Rating shall be ACCOMPLISHED
Two Measures are rated ACCOMPLISHED, and Two Measures are rated EXEMPLARY	Professional Practice Rating shall be EXEMPLARY

**Evaluator will use professional judgment to make the final rating determination.*

Products of Practice/Other Sources of Evidence

Evaluators will provide a summative rating for each measure based on evidence and professional judgment. All ratings must be recorded on the district forms.

Teachers or other professionals may provide additional evidence to support assessment of their own professional practice. The evidence should yield information related to the staff member's practice within the domains.

Corrective Action Plan

A plan developed by either the certified staff member and/or the evaluator either during the summative conference or when an immediate change in behavior by the certified staff member is needed.

A Corrective Action Plan must be developed whenever the evaluatee receives an “Ineffective” on the Summative Evaluation. All Corrective Action Plans become a part of the employee’s personnel records.

The evaluator and evaluatee must identify corrective action goals and objectives, procedures and activities designed to achieve the goals, and targeted dates for appraising the evaluatee’s improvement of the measures(s) of behavior or practice. It is the evaluator’s responsibility to document all actions taken to assist the evaluatee in improving his/her performance.

1. **Domain Number/Immediate Change in Behavior or Practice:** Identify the specific component(s) that has an “ineffective” rating assigned, or indicate the immediate change required in behavior or practice.
2. **Objectives:** Objectives must address the specific domain(s) rated as “ineffective” or the immediate change in behavior or practice. The evaluatee and evaluator work closely to correct the identified weaknesses.
3. **Strategies:** Identify and design specific strategies for the improvement of performance. Include support personnel, when appropriate.
4. **Assessment Method and Target Dates:** List the specific target dates and appraisal methods used to determine improvement of performance. Exact documentation and record keeping of all actions must be provided to the evaluatee.
5. **Review:** Documentation of all reviews, corrective actions, and evaluator’s assistance must be provided periodically (as they occur) to the evaluatee.

APPEALS & HEARINGS

Evaluation Appeals Panel

An Evaluation Appeals Panel shall be established in accordance with KRS Chapter 156 and 704 KAR 3:345.

Panel Members & Alternates

Under procedures developed by the evaluation committee, a three (3) member panel shall be established to hear certified staff appeals from summative evaluations as required by law.

The duty of the evaluation appeals panel shall be limited to reviewing the summative evaluation of any certified employee who receives an “Ineffective” on a majority of the performance standards.

Two (2) members of the panel shall be elected by and from the certified employees of the district. Two (2) alternates shall also be elected by and from the certified employees, to serve in the event an elected member cannot serve. The Board shall appoint one (1) certified employee and one (1) alternate certified employee to the panel. All regular panel members and alternates shall be certified employees of the district at the time of appointment or election and during their term of office.

Panel members and their alternates shall serve without compensation. The terms of panel members and their alternates shall be for three (3) years and run from July 1 to June 30. Members may be reappointed or re-elected. The chairperson of the panel shall be elected by the three (3) panel members at the first meeting of the panel. Should it become necessary for the chairperson to be represented by an alternate, the three (3) panel members shall elect a temporary chairperson to serve until the regular chairperson is eligible to resume that role.

Alternates shall serve when: a panel member is ill; a panel member is appealing to the panel; a member of the panel member's immediate family (defined as father, mother, brother, sister, husband, wife, son daughter, uncle, aunt, nephew, niece, grandparent and corresponding in-laws) is appealing to the panel; a panel member was the evaluator of the appellant.

Appeals

Pursuant to Board Policy 03.18, any certified employee who believes that s/he was not fairly evaluated on the summative evaluation may appeal to the Evaluation Appeals Panel within five (5) working days of receipt of the summative evaluation. Appeals submitted after the 5-day deadline shall be considered untimely and shall not be reviewed.

Appeals shall be conducted in accordance with the following procedures:

1. Both the evaluatee and evaluator shall submit three (3) copies of any appropriate documentation to be reviewed by members of the Appeals Panel in the presence of all three (3) members. Both parties shall be provided with an opportunity to review all documentation five (5) days prior to the hearing. The members of the Appeals Panel will be the only people to review the documentation. All documentation will be located in a secure place in the Central Office except during Appeals Panel meetings. Confidentiality will be maintained. Copies of the documentation shall not be carried away from the established meeting by either party involved or the panel members.
2. Arrangements shall be made for the panel to meet to review pertinent documents after the regular school day. The panel shall be permitted to use school facilities and equipment needed to implement its duties.
3. The panel will meet, review all documents, and discuss and prepare questions to be asked of each party by the Chairperson. Additional questions may be posed by panel members during the hearing.
4. The panel will set the time and place for the hearing, and the Chairperson will provide written notification to the appealing employee and his/her evaluator of the date, time and place to appear before the panel to answer questions.
5. A chosen representative may be present during the hearing to represent either or both parties.
6. For official records, the hearing will be audiotaped, and a copy provided to both parties if requested in writing.
7. Only panel members, the evaluatee and evaluator, and a chosen representative will be present at the hearing.
8. Witnesses may be presented but will be called one at a time and will not be allowed to observe the proceedings.

Hearings

The following procedures will be implemented during the hearings:

1. The Chairperson of the Appeals Panel will convene the hearing, review procedures and clarify the Panel's responsibilities.
2. Each party will be allowed to make a statement of claim. The evaluatee will begin, followed by the evaluator.
3. The panel may question the evaluatee and evaluator.

4. The Chairperson may disallow materials and/or information to be presented or used in the hearing when he/she determines that such materials and/or information is not relevant to the appeal.
5. Each party (evaluator and evaluatee) will be asked to make closing remarks.
6. The Chairperson of the panel will make closing remarks.
7. The decision of the panel, after sufficiently reviewing all evidence, may include, but not be limited to, the following:
 - a. Upholding all parts of the original evaluation
 - b. Voiding the original evaluation or parts of it
 - c. Ordering a new evaluation by a second certified employee
 - d. Removing the summative evaluation from the personnel file and placing a copy of the panel's written findings in the file
8. The chairperson of the panel shall present the panel's decision to the evaluatee, evaluator and the Superintendent within ten (10) working days from the date an appeal is received. In the event that the evaluator is the Superintendent, the Panel's recommendation shall go directly to the Board of Education.
9. The Superintendent shall act on the recommendation(s) of the panel. If the Superintendent was the evaluator and the recommendation of the Appeal's Panel was presented to the Board, the Board shall review the Panel's recommendation and render a final decision on the appeal.
10. The Superintendent or Board decision, as applicable, the Panel's recommendation and the original summative evaluation form shall be placed in the employee's evaluation file. In the case of a new evaluation, both evaluations shall be included in the employee's personnel file.
11. The Panel's decision may be appealed to the Kentucky Department of Education.
12. Neither a panel member nor an alternate may hear an appeal filed by his/her immediate supervisor. Except when no other panel members are eligible to serve, a panel member shall not hear an appeal filed by his/her immediate supervisor.

Confidentiality of Records

Personnel evaluation records, specifically the personnel evaluation folder and its contents, will be kept as a part of the employee's personnel file and will be treated with the same confidentiality as other personnel records. During an appeal/hearing, evaluation records will be kept in a secure location designated by the Superintendent.

Accessibility

Evaluation records will be accessible only to:

1. Members of the District Evaluation Appeals Panel when an employee has appealed his/her summative evaluation to the Panel.
2. Administrators who supervise, or share the supervision of, the evaluatee. Generally, these administrators will include the administration in the evaluatee's building, the Superintendent and other District level administrative staff members, as designated by the Superintendent.
3. The Board, if the majority of Board members vote to request such access. Board members shall review evaluation records in a closed Board meeting in the presence of the Superintendent.
4. Records may be subpoenaed in cases where litigation occurs.

ROLES & DEFINITIONS

- **Artifact:** A product of a certified school personnel's work that demonstrates knowledge and skills.
- **Assistant Principal:** A certified school personnel who devotes the majority of employed time in the role of assistant principal, for which administrative certification is required by EPSB pursuant to Title 16 KAR Chap 3.
- **Certified Administrator:** A certified school personnel, other than principal or assistant principal, who devotes the majority of time in a position for which administrative certification is required by EPSB pursuant to Title 16 1 KAR Chap 3.
- **Certified School Personnel:** A certified employee, below the level of superintendent, who devotes the majority of employed time in a position in a district for which certification is required by EPSB pursuant to Title 16 KAR and includes certified administrators, assistant principals, principals, other professionals, and teachers.
- **Conference:** A meeting between the evaluator and the evaluatee for the purposes of providing feedback, analyzing the results of an observation or observations, reviewing other evidence to determine the evaluatee's accomplishments and areas for growth, and leading to the establishment or revision of a professional growth plan.
- **Evaluatee:** the certified school personnel who is being evaluated.
- **Evaluator:** The immediate supervisor of certified personnel, who has satisfactorily completed all required evaluation training, and if evaluating teachers, observation certification training.
- **Formative Evaluation/Observation:** Ongoing feedback provided throughout the year, including district administrative team walkthroughs.
- **Full Observation:** An observation conducted by a certified observer that is conducted for the length of a full class period or full lesson.
- **Improvement Plan:** A plan for improvement up to twelve months in duration for:
 - Teachers and other professionals who are rated overall ineffective.
 - Principals and District Certified Personnel who are rated overall ineffective.
- **Individual Corrective Action Plan:** A plan whereby the primary evaluator, with input from the person being evaluated, develops a process to assist the evaluatee to address the deficiencies identified in the evaluation plan as "Ineffective."
- **Observation:** a data collection process conducted by a certified observer, in person or through video, for the purpose of evaluation, including notes, professional judgments, and examination of artifacts made during one (1) or more classroom or worksite visits of any duration.
- **Observer Certification:** A process of training and ensuring that certified school personnel who serve as observers of evaluatees have demonstrated proficiency in rating teachers and other professionals for the purposes of evaluation and feedback.
- **Other Professionals:** Certified school personnel, except for teachers, administrators, assistant principals, or principals (*Other Professionals identified as: Library Media Specialist, Speech Therapist, School Counselor, Instructional Coaches, and School Psychologists*).
- **Performance Measure:** The areas, skills, or outcomes on which certified staff are evaluated.
- **Performance Rating:** The summative description of a teacher or other professional evaluatee's performance.
- **Principal:** A certified school personnel who devotes the majority of employed time in the role of principal, for which administrative certification is required by the Education Professional Standards Board pursuant to 16 KAR 3:050.
- **Professional Growth Plan:** An individualized plan for a certified personnel that is focused on improving professional practice and leadership skills, aligned with performance standards and the specific goals and objectives of the school improvement plan or the district improvement

plan, built using a variety of sources and types of data that reflect student needs and strengths, evaluatee data, and school and district data, produced in consultation with the evaluator and includes: (a) Goals for enrichment and development that are established by the evaluatee in consultation with the evaluator; (b) Objectives or targets aligned to the goals; (c) An action plan for achieving the objectives or targets and a plan for monitoring progress; (d) A method for evaluating success; and (e) The identification, prioritization, and coordination of presently available school and district resources to accomplish the goals.

- **Self-Reflection:** The process by which certified personnel assesses the effectiveness and adequacy of their knowledge and performance for the purpose of identifying areas for professional learning and growth.
- **Site Visit:** methods by which superintendents may gain insight into whether principals are meeting the performance standards.

Pursuant to KRS.157.577, only certified administrative and supervisory personnel trained, tested, and approved in accordance with administrative regulations adopted by the Kentucky Board of Education and in the use of the school district evaluation system shall evaluate certified personnel. Video recording shall be done at the mutual consent of both parties. Additional administrative personnel may be used to observe and provide information to the primary evaluator. The Superintendent may designate additional trained administrative personnel to provide evaluations, or to review any evaluation.

Certified Evaluation Forms



Southgate Independent Schools Self-Reflection/Observation Summary

Name:		Observer:	
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Date of Observation:		Type of Observation:	
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Self-Reflection/Observation Ratings

Use the [Danielson Framework](#) to assess and rate each area as *Ineffective*, *Developing*, *Accomplished*, or *Exemplary*. You should be able to cite evidence to support ratings.

Domain 1: Planning & Preparation (I, D, A, or E)		
	Self-Reflection	Observer Rating
1a: Content Knowl.		
1b: Knowledge of Standards		
1c: Instruct Outcome		
1d: Resources		
1e: Coherent Instruct		
1f: Design Assess		
Overall Rating		
Evidence of Rating: <i>(Use specific data when possible.)</i>		
Possible Area(s) of Growth:		

Domain 2: Classroom Environment (I, D, A, or E)		
	Teacher Self-Reflection	Observer Rating
2a: Respect/Rapport		

2b: Culture		
2c: Procedures		
2d: Stu Behavior		
2e: Physical Space		
Overall Rating		
Evidence of Rating: <i>(Use specific data when possible.)</i>		
Possible Area(s) of Growth:		

Domain 3: Instruction (I, D, A, or E)		
	Teacher Self-Reflection	Observer Rating
3a: Communication		
3b: Questioning		
3c: Stu Engagement		
3d: Assessment		
3e: Flexibility		
Overall Rating		
Evidence of Rating: <i>(Use specific data when possible.)</i>		
Possible Area(s) of Growth:		

Domain 4: Professional Responsibilities (I, D, A, or E)		
	Teacher Self-Reflection	Observer Rating
4a: Reflection		
4b: Stu Records		
4c: Family Commun		

4d: PLC		
4e: PD		
4f: Professionalism		
Overall Rating		
Evidence of Rating: <i>(Use specific data when possible.)</i>		
Possible Area(s) of Growth:		

Lead #1: Teachers will be intentional with designing instructional strategies to engage all students in the learning.	1. What are my strengths with this lead measure? 2. What support can be provided to foster my growth with this lead measure?
Lead #2: Teachers use CFUs that assess the majority of students' current level of understanding towards a specific learning target (every 5-7 minutes).	1. What are my strengths with this lead measure? 2. What support can be provided to foster my growth with this lead measure?
Lead #3: Teachers will intentionally plan to ensure that the majority of students are actively reading/writing or having discussion about their reading/writing that is focused on today's learning target.	1. What are my strengths with this lead measure? 2. What support can be provided to foster my growth with this lead measure?

Based on your reflection and observation conference, your plan of action moving forward will include the following: Complete together with your evaluator during the post conference. (Updated PGP)	<i>Do not complete this box during self-reflection stage.</i>
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Professional	1. I will intentionally plan for student engagement during each lesson. a. Be more intentional in my instructional planning to increase student engagement
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Growth Plan Ideas:	<p><i>levels during all aspects of the lesson so that 100% of my students are engaged in “doing” the work.</i></p> <ul style="list-style-type: none"> <i>b. Utilize Kagan structures to increase engagement levels and purposeful grouping of students.</i> <p><i>2. I will intentionally plan regular Check for Understandings (CFU) during my daily lessons. CFUs will occur every 5-7 minutes. I will adjust instruction accordingly. Note: Good CFUs provide feedback on the majority, not individuals.</i></p> <ul style="list-style-type: none"> <i>a. Written response</i> <i>b. Think/Pair share</i> <i>c. Cold Calling</i> <i>d. Pre-planned questions for which students will respond</i> <i>e. Entrance/Exit slips</i> <i>f. Accountable talk strategies</i> <p><i>3. I will embed quality literacy practices into my daily instruction.</i></p> <ul style="list-style-type: none"> <i>a. Model close reading, think aloud, annotation</i> <i>b. Student practice of close reading and annotation</i> <i>c. Student discussion using the text to support arguments</i> <i>d. Student written response using the text to support arguments</i> <i>e. Utilize writing as the primary assessment for students</i> <i>f. Model and produce exemplars for student writing</i> <i>g. Have students provide written explanations of mathematical practices</i> <p><i>4. I will be a productive member of my PLC.</i></p> <ul style="list-style-type: none"> <i>a. Openly share/compare/analyze data</i> <i>b. Collaborate with my colleagues to lesson plan and create common assessments</i> <i>c. Work with my team closely to calibrate effective grading practices</i> <i>d. Work through differences in a healthy manner</i> <i>e. Stay positive, always</i> <i>f. Focus on the things I can control</i> <i>g. Be flexible - keep a growth mindset</i>
MY Professional Growth Plan (Beginning of Year Self-Reflection):	

Observer Signature:

Date:

Teacher Signature:

Date:

**Southgate Independent Schools
Teachers & Other Professionals
Summative Evaluation - Summary Report**

Evaluatee:	
Evaluator:	
Cycle - From (date):	To (date):

SUMMARY OF SUMMATIVE SCORES:

DOMAIN:	INEFFECTIVE	DEVELOPING	ACCOMPLISHED	EXEMPLARY
1. Planning & Preparation				
2. Classroom Environment				
3. Instruction/Delivery of Services				
4. Professional Responsibilities				
OVERALL PERFORMANCE PRACTICE				

Corrective Action Plan Developed? _____

Evaluatee Comments:

Evaluator Comments:

Evaluator Signature: _____ Date: _____

Evaluator Signature: _____ Date: _____

Note: Some signatures were obtained electronically this year.

RECOMMENDED FOR EMPLOYMENT FOR 2026-2027: _____

Southgate Independent Schools Teachers & Other Professionals Evaluation Appeal Form

This form is to be used by certified employees who wish to appeal their performance evaluations to the Appeal Panel.

Employee's Name _____

Home Address _____

Position _____ Location _____ Grade or Department _____

What specifically do you object to or why do you feel you were not fairly evaluated?

[illegible]

If additional space is needed, attach extra sheet(s).

Date you received the summative evaluation: _____

Name of Evaluator _____ Date _____

I hereby give my consent for my evaluation records to be presented to the members of the Evaluation Appeal Panel for their study and review. I will appear before the Panel if requested.

Employee Signature: _____ **Date:** _____

SCHOOL YEAR

**Southgate Independent Schools
Teachers & Other Professionals
Corrective Action Plan**

Name: _____

Date: _____

Area of Concern	Growth Objective(s)/Goal(s) (Describe desired outcomes)	Procedure and Activities for Achieving Goal(s)/Objectives(s) (including support personnel)	Appraisal Method and Target Dates

Date of Expected Correction: _____ Immediate _____ Within 30 days _____ Other
(specify below)

Corrective Action Plan Developed:

Corrective Action Plan Reviewed:

Status: _____ MET _____ NOT MET

Evaluatee's Signature Date

Evaluatee's Signature Date

Evaluator's Signature Date

Evaluator's Signature Date

**Add additional pages if needed*

District Certified Evaluations



PRINCIPAL EVALUATION - PROCESSES & PROCEDURES

PPGES – Overview & Summative Model

Evaluators will look for trends and patterns in practice across multiple types of evidence and apply their professional judgment based on this evidence when evaluating a principal. The role of evidence and professional judgment in the determination of ratings on standards and an overall rating is paramount in this process. However, professional judgment is grounded in a common framework: Professional Standards for Educational Leaders (PSEL).

Pursuant to 704 KAR 3:370, Professional Standards for Educational Leaders (PSEL) will be used to evaluate principals annually. PSEL embodies a research- and practice-based understanding of the relationship between educational leadership and student learning. Improving student learning takes a holistic view of leadership. In all realms of their work, educational leaders must focus on how they are promoting the learning, achievement, development, and well-being of each student. The Standards reflect interdependent domains, qualities and values of leadership work that research and practice suggest are integral to student success:

1. Mission, Vision, and Core Values
2. Ethics and Professional Norms
3. Equity and Cultural Responsiveness
4. Curriculum, Instruction and Assessment
5. Community of Care and Support for Students
6. Professional Capacity of School Personnel
7. Professional Community for Teachers and Staff
8. Meaningful Engagement of Families and Community
9. Operations and Management
10. School Improvement

In practice, these domains do not function independently but as an interdependent system that propels each student to academic and personal success. The standards can be understood in three related clusters. The first cluster is Curriculum, Instruction and Assessment, and Community of Care and Support for Students. The second cluster is Professional Capacity of School Personnel, Professional Community for Teachers and Staff, Meaningful Engagement of Families and Community, and Operations and Management. The third cluster is Mission, Vision and Core Values, Ethics and Professional Norms, and Equity and Cultural Responsiveness. The domain of School Improvement affects all of the clusters, which together reflect a theory of how educational leader practice influences student achievement.

The Professional Standards for Educational Leaders provide the structure for feedback for continuous improvement through individual goals that target professional growth, thus supporting overall student achievement and school improvement. Evidence supporting a principal's professional practice will be situated within one or more of the 10 standards. All 10 standards do not have to be rated. Only the four performance measures must be rated (Planning, Environment, Instruction, and Professionalism).

Performance will be rated according to the four performance levels: Ineffective, Developing, Accomplished, and Exemplary. It is important to note that the expected performance level is “Accomplished,” but a good rule of thumb is that it is expected that a principal will “live in Accomplished but occasionally visit Exemplary.” The summative rating will be a holistic representation of performance, combining data from multiple sources of evidence across each standard.

The Professional Standards for Educational Leaders (PSEL) are designed to support student achievement and professional best-practice through the standards of:

1. Mission, Vision, and Core Values
Effective educational leaders develop, advocate, and enact a shared mission, vision, and core values of high-quality education and academic success and well-being of each student.
2. Ethics and Professional Norms
Effective educational leaders act ethically and according to professional norms to promote each student’s academic success and well-being.
3. Equity and Cultural Responsiveness
Effective educational leaders strive for equity of educational opportunity and culturally responsive practices to promote each student’s academic success and well-being.
4. Curriculum, Instruction, and Assessment
Effective educational leaders develop and support intellectually rigorous and coherent systems of curriculum, instruction, and assessment to promote each student’s academic success and well-being.
5. Community of Care and Support for Students
Effective educational leaders cultivate an inclusive, caring, and supportive school community that promotes the academic success and well-being of each student.
6. Professional Capacity of School Personnel
Effective educational leaders develop the professional capacity and practice of school personnel to promote each student’s academic success and well-being.
7. Professional Community for Teachers and Staff
Effective educational leaders foster a professional community of teachers and other professional staff to promote each student’s academic success and well-being.
8. Meaningful Engagement of Families and Community
Effective educational leaders engage families and the community in meaningful, reciprocal, and mutually beneficial ways to promote each student’s academic success and well-being.

9. Operations and Management

Effective educational leaders manage school operations and resources to promote each student's academic success and well-being.

10. School Improvement

Effective educational leaders act as agents of continuous improvement to promote each student's academic success and well-being.

The use of professional judgment based on multiple sources of evidence promotes a more holistic and comprehensive analysis of practice, rather than over-reliance on one individual data point or rote calculation of practice based on predetermined formulas. Evaluators will also take into account how principals respond to or apply additional supports and resources designed to promote student learning, as well as their own professional growth and development. Finally, professional judgment gives evaluators the flexibility to account for a wide variety of factors related to individual principal performance. These factors may include school-specific priorities that may drive practice in one standard, an educator's number of goals, experience level and/or leadership opportunities, and contextual variables that may impact the learning environment, such as unanticipated outside events or traumas.

PPGES Timelines

PPGES Evaluation Activity	Timeline
Explanation & Review of Certified Evaluation Process with Admin.	Must occur within the first thirty (30) calendar days of employment
Self-Reflection Professional Growth Plan	By September 30 Principals will reflect on their data from IMPACT Survey, achievement data, non-academic measures, feedback, etc. prior to completion of PGP. The principal will complete the self-reflection process and professional growth goal on the district approved form annually.
First Site Visit Principal Observation Mid-Yr. Goal Review	October 1 – January 31 The Superintendent/designee and principal will meet to review progress on both the previous year's state assessment results as well as the Professional Growth Goal to provide systematic feedback
Second Site Visit Optional Observation End Yr. Goals Review	February 3 – April 30 The principal will complete the documentation form to submit to the superintendent/designee prior to the End of Year Review.
Summative Evaluation Completed	By June 15 (5 year cycle)
Corrective Action Plan	<ul style="list-style-type: none">As needed throughout the process

Professional Growth Plan & Self-Reflection

The Professional Growth Plan will address realistic, focused, and measurable professional goals. The plan will connect data from multiple sources including site-visit conferences, data on student growth and achievement, and professional growth needs identified through self-assessment and reflection. Self-reflection improves principal practice through ongoing, careful consideration of the impact of leadership practice on student growth and achievement. PGP and self-reflections will be completed by September 30th and reviewed for approval by the superintendent. The superintendent or his designee will monitor using site visits beginning in October each year.

Late hires will complete the self-reflection and PGP process within 30 calendar days of their hire date.

Site Visits

A minimum of two are to be done each year. Reference timelines for procedures.

Rating Professional Practice

The PSEL Standards stand as the critical rubric for providing principals and evaluators with concrete descriptions of practice associated with specific standards. The uniform performance standards used in the system provide a balance between structure and flexibility and define common purposes and expectations, thereby guiding effective leadership. Evaluators will organize and analyze evidence for each individual principal based on these concrete descriptions of practice.

Evaluators and principals will be engaged in ongoing dialogue throughout the evaluation cycle. The process concludes with the evaluator's analysis of evidence and the final assessment of practice in relation to performance described under each Standard at the culmination of an educator's cycle. All ratings will be recorded on the district approved form by June 15th.

Principals may provide additional evidence to support assessment of their own professional practice. This evidence should yield information related to the principal's practice within the standards.

Determining the Overall Performance Category

Superintendent/designee is responsible for determining an Overall Performance Category for each principal at the conclusion of their summative evaluation year. The Overall Performance Category is informed by the principal's ratings on professional practice and student growth.

Performance Measures				
Performance Criteria	Planning	Environment	Instruction	Professionalism
Principal <i>Professional Standards for Educational Leaders (PSEL)</i>	Standard 1 <i>Mission, Vision and Core Values</i>	Standard 3 <i>Equity and Cultural Responsiveness</i>	Standard 4 <i>Curriculum, Instruction and Assessment</i>	Standard 2 <i>Ethics and Professional Norms</i>
	Standard 9 <i>Operations and Management</i>	Standard 7 <i>Professional Community for</i>	Standard 5 <i>Community of Care and Support for Students</i>	Standard 8 <i>Meaningful Engagement of Families and Community</i>

	<u>Standard 10</u> <i>School Improvement</i>	<i>Teachers and Staff</i>	<u>Standard 6</u> <i>Professional Capacity of School Personnel</i>	
--	--	---------------------------	--	--

An educator's Overall Performance Rating is determined by the following steps:

1. Determine the individual measure ratings through the use of sources of evidence and professional judgment.
2. Apply Decision Rules below:








CRITERIA FOR DETERMINING AN EDUCATOR'S PROFESSIONAL PRACTICE RATING	
IF...	THEN...
Measures 2 and 3 are rated INEFFECTIVE	Professional Practice Rating shall be INEFFECTIVE
Measures 2 OR 3 are rated INEFFECTIVE	Professional Practice Rating shall be DEVELOPING OR INEFFECTIVE
Measures 1 OR 4 are rated INEFFECTIVE	Professional Practice Rating shall NOT be EXEMPLARY
Two Measures are rated DEVELOPING, and Two Measures are rated ACCOMPLISHED	Professional Practice Rating shall be ACCOMPLISHED
Two Measures are rated DEVELOPING, and Two Measures are rated EXEMPLARY	Professional Practice Rating shall be ACCOMPLISHED
Two Measures are rated ACCOMPLISHED, and Two Measures are rated EXEMPLARY	Professional Practice Rating shall be EXEMPLARY

Appeals

Any certified employee who desires to respond to the evaluation process may complete the Summative Evaluation Appeal form. The completed form shall be signed, dated and submitted to the primary evaluator within 5 working days of the summative conference. The employee should retain a copy of the form for his/her personal records. The primary evaluator shall file all original response forms in the employee's personnel file. The primary evaluator shall submit a copy of the appeal response to the district certified employee evaluation contact within 2 working days of receipt of the response. The Summative Evaluation Appeal form is located in the forms section of this plan.

PRINCIPAL EVALUATION FORMS

The Superintendent/designee maintains the forms and provides copies to the principal. At a minimum, the superintendent retains copies of the completed *Reflective Practice*, *Professional Growth Planning Template*, *Observation/Site Visit Form*, *Documentation Form*, *Goal Setting Form*, *Principal Mid-Year Performance Review*, *Principal Summative Performance Report*, and *Corrective Action Plan* (if needed).

Form		Documentation Completed by	
		Superintendent	Principal
Professional Growth & Reflection	Professional Growth Planning Template and Reflective Practice		
Observation/Site Visit	Observation/Site Visit Form		
Documentation	Documentation Form		
Reports	Principal Mid-Year Performance Review		
	Principal Summative Performance Report		
Improvement	Support Dialogue Form (<i>optional</i>)		

PPGES Self-Reflection Form

Reflect on the effectiveness and adequacy of your practice in each of the performance standards using the [KY PSEL Evaluation Tool](#). Provide a rating (I = Ineffective; D = Developing; A = Accomplished; E=Exemplary) on each performance standard and list your strengths and areas for growth. A complete listing of performance standards and indicators.

Principal	
EPSB ID#	
School	
Level	

Standard	Self-Assessment				Strengths and areas for growth
1.Mission, Vision, and Core Value Effective educational leaders develop, advocate, and enact a shared mission, vision, and core values of high-quality education and academic success and well-being of each student.	I	D	A	E	
2.Ethics & Professional Norms Effective educational leaders act ethically and according to professional norms to promote each student's academic success and well-being.	I	D	A	E	
3.Equity & Cultural Responsiveness Effective educational leaders strive for equity of educational opportunity and culturally responsive practices to promote each student's academic success and well-being.	I	D	A	E	
4.Curriculum, Instruction, & Assessment Effective educational leaders develop and strive intellectually rigorous and coherent systems of curriculum, instruction, and assessment to promote each student's academic success and well-being.	I	D	A	E	
5.Community of Care & Support for Students Effective educational leaders cultivate an inclusive, caring, and supportive school community that promotes the academic success and well-being of each student.	I	D	A	E	

6. Professional Capacity of School Personnel Effective educational leaders develop the professional capacity and practice of school personnel to promote each student's academic success and well-being.	I	D	A	E	
7. Professional Community for Teachers & Staff Effective educational leaders foster a professional community of teachers and other professional staff to promote each student's academic success and well-being.	I	D	A	E	
8. Meaningful Engagement of Families & Community Effective educational leaders engage families and the community in meaningful, reciprocal, and mutually beneficial ways to promote each student's academic success and well-being.	I	D	A	E	
9. Operations & Management Effective educational leaders manage school operations and resources to promote each student's academic success and well-being.	I	D	A	E	
10. School Improvement Effective educational leaders act as agents of continuous improvement to promote each student's academic success and well-being.	I	D	A	E	

Principal's IMPACT Kentucky Working Conditions Goal

Target Question(s) from IMPACT Kentucky Results: Following a review of IMPACT Survey results, the principal, in collaboration with the superintendent, will identify questions that signify areas of growth that the principal can address that will impact school culture and ultimately student success.

--

Target Performance Standard: The principal will connect the Target Questions to the appropriate Performance Standard, which becomes the Target Performance Standard for the WC Growth Goal.

--

Working Conditions Growth Goal Statement: The WC Growth Goal statement should be specific to the principal and should identify the specific growth that the principal plans to accomplish in the 2-year cycle of IMPACT Survey.

--

Working Conditions Growth Goal Rubric: The rubric is established when setting the WC Growth Goal in collaboration with the Superintendent. An "Accomplished" result is the expected outcome from the goal. To achieve "Exemplary" the goal must be exceeded.

Working Conditions Goal Rubric			
Ineffective	Developing	Accomplished	Exemplary
% and below	%-%	%-%	% and above

Working Conditions Goal Rubric			
Ineffective	Developing	Accomplished	Exemplary
The principal is more than -10% of the goal.	The principal is no more than -10% of the goal.	The principal achieves the expected outcome from the goal.	The principal exceeds the expected outcome from the goal.

Working Conditions Goal Action Plan			
Working Conditions What do I want to change about my leadership or role that will effectively impact working conditions in my school and their impact on student learning?	Strategies/Actions What will I need to do in order to impact the target standard and target question(s)? How will I apply what I have learned? How will I accomplish my goal?	Resources/Support What resources will I need to complete my plan? What support will I need?	Targeted Completion Date When will I complete each identified strategy/action?

Professional Growth & Effectiveness Survey - Data Reflection

What do I need to learn to meet my Working Conditions Goal?

--

# of Surveys Distributed	# of Completed Surveys Returned	Percentage of Completed Surveys Returned

Questions to Consider:

What did teachers/staff perceive as major strengths?

What did teachers/staff perceive as major weaknesses?

List factors that might have influenced the results.

Other Data:

Student Achievement Data ☐ Non-Academic Data ☐ Supervisor Feedback ☐ Other

Data Selected	Results

Questions to Consider:

How does the additional data inform your decision about your learning needs?

Connecting Priority Growth Needs to a PGP

Initial Reflection: Based on the areas of growth identified, complete this section at the beginning of the school year.

Professional Growth Goal: <ul style="list-style-type: none"> What do I want to change about my practices that will effectively impact student learning? How can I develop a plan of action to address my professional learning? How will I know if I accomplished my objective? 	
---	--

Action Plan			
Professional Learning	Strategies/Actions	Resources/Support	Targeted Completion Date
What do I want to change about my leadership or role that will effectively impact student learning? What is my personal learning necessary to make that change?	What will I need to do in order to learn my identified skill or content? How will I apply what I have learned? How will I accomplish my goal?	What resources will I need to complete my plan? What support will I need?	When will I complete each identified strategy/action?

Administrator's Signature:	Date:
Superintendent's Signature:	Date:

On-going Reflection: Complete this section at mid-year to identify progress toward each Working Conditions/Professional Growth Goal

Principal Growth Goals-Review	
(Describe goal progress and other relevant data.)	Mid-year review conducted on _____ Initials _____ Principal Superintendent

Date	Status of Growth Goal(s) – WC/PGP	Revisions/Modifications of Strategies or Action Plans

Administrator's Signature:	Date:
Superintendent's Signature:	Date:

Principal Summative Reflection

Complete this section at the end of the year to describe the level of attainment for each Professional Growth Goal.

Date:	End of Year IMPACT Survey Conditions Growth Reflection:
End-of-Year Data Results <i>(Accomplishments at the end of year.)</i>	<div style="height: 150px; border: 1px solid black;"></div> <div style="text-align: center; margin-top: 10px;"> <input type="checkbox"/> Data attached </div>
Date:	End of Year Professional Growth Reflection:
Date:	Other:

Next Steps:

Administrator's Signature:	Date:
Superintendent's Signature:	Date:

Site Visit - Documentation Template

Date: ____/____/____

Principal: _____

Evaluator: _____

Purpose of Documentation and Feedback: (check appropriate box):

☐ Site visit ☐ Mid-Year Conference ☐ Other (Specify) _____

EVIDENCE THAT IDENTIFIES STRENGTHS WITHIN THE PROFESSIONAL STANDARDS FOR EDUCATIONAL LEADERS (PSEL).

- 1.
- 2.
- 3.
- 4.
- 5.

EVIDENCE THAT IDENTIFIES GROWTH AREAS WITHIN THE PROFESSIONAL STANDARDS FOR EDUCATIONAL LEADERS (PSEL).

- 1.
- 2.
- 3.
- 4.
- 5.

LINK TO STANDARDS: [PROFESSIONAL STANDARDS FOR EDUCATIONAL LEADERS](#)

Standard 1: Mission, Vision, & Core Values

Effective educational leaders develop, advocate, and enact a shared mission, vision, and core values of high-quality education and academic success and well-being of each student.

Effective leaders:

- Develop an educational mission for the school to promote the academic success and well-being of each student.
- In collaboration with members of the school and the community and using relevant data, develop and promote a vision for the school on the successful learning and development of each child and on instructional and organizational practices that promote such success.
- Articulate, advocate, and cultivate core values that define the school's culture and stress the imperative of child-centered education; high expectations and student support; equity, inclusiveness, and social justice; openness, caring, and trust; and continuous improvement.
- Strategically develop, implement, and evaluate actions to achieve the vision for the school.
- Review the school's mission and vision and adjust them to changing expectations and opportunities for the school, as well as, changing needs and situations of students.
- Develop shared understanding of and commitment to mission, vision, and core values within the school and the community.
- Model and pursue the school's mission, vision, and core values in all aspects of leadership.

Evidence requested by the evaluator or provided by the principal: Indicate contributor with an (E) or (P).

Evaluator's Feedback:

Standard 2: Ethics and Professional Norms

Effective educational leaders act ethically and according to professional norms to promote each student's academic success and well-being.

Effective leaders:

- Act ethically and professionally in personal conduct, relationships with others, decision-making, stewardship of the school's resources, and all aspects of school leadership.
- Act according to and promote the professional norms of integrity, fairness, transparency, trust, collaboration, perseverance, learning, and continuous improvement.
- Place children at the center of education and accept responsibility for each student's academic success and well-being.
- Safeguard and promote the values of democracy, individual freedom and responsibility, equity, social justice, community, and diversity.
- Lead with interpersonal and communication skill, social-emotional insight, and understanding of all students' and staff members' backgrounds and cultures.
- Provide moral direction for the school and promote ethical and professional behavior among faculty and staff.

Examples/Evidence:

Evidence requested by the evaluator or provided by the principal: Indicate contributor with an (E) or (P).

Evaluator's Feedback:

Standard 3: Equity and Cultural Responsiveness

Effective educational leaders strive for equity of educational opportunity and culturally responsive practices to promote each student's academic success and well-being.

Effective leaders:

- Ensure that each student is treated fairly, respectfully, and with an understanding of each student's culture and context.
- Recognize, respect, and employ each student's strengths, diversity, and culture as assets for teaching and learning.
- Ensure that each student has equitable access to effective teachers, learning opportunities, academic and social support, and other resources necessary for success.
- Develop student policies and address student misconduct in a positive, fair, and unbiased manner.
- Confront and alter institutional biases of student marginalization, deficit-based schooling, and low expectations associated with race, class, culture and language, gender and sexual orientation, and disability or special status.
- Promote the preparation of students to live productively in and contribute to the diverse cultural contexts of a global society.
- Act with cultural competence and responsiveness in their interactions, decision making, and practice.
- Address matters of equity and cultural responsiveness in all aspects of leadership.

Evidence requested by the evaluator or provided by the principal: Indicate contributor with an (E) or (P).

Evaluator's Feedback:

Standard 4: Curriculum, Instruction, and Assessment

Effective educational leaders develop and support intellectually rigorous and coherent systems of curriculum, instruction, and assessment to promote each student's academic success and well-being.

Effective leaders:

- Implement coherent systems of curriculum, instruction, and assessment that promote the mission, vision, and core values of the school, embody high expectations for student learning, align with academic standards, and are culturally responsive.
- Align and focus systems of curriculum, instruction, and assessment within and across grade levels to promote student academic success, love of learning, the identities and habits of learners, and healthy sense of self.
- Promote instructional practice that is consistent with knowledge of child learning and development, effective pedagogy, and the needs of each student.
- Ensure instructional practice that is intellectually challenging, authentic to student experiences, recognizes student strengths, and is differentiated and personalized.
- Promote the effective use of technology in the service of teaching and learning.
- Employ valid assessments that are consistent with knowledge of child learning and development and technical standards of measurement.
- Use assessment data appropriately and within technical limitations to monitor student progress and improve instruction.

Evidence requested by the evaluator or provided by the principal: Indicate contributor with an (E) or (P).

Evaluator's Feedback:

Standard 5: Community of Care and Support for Students

Effective educational leaders cultivate an inclusive, caring, and supportive school community that promotes the academic success and well-being of each student.

Effective leaders:

- Build and maintain a safe, caring, and healthy school environment that meets the academic, social, emotional, and physical needs of each student.
- Create and sustain a school environment in which each student is known, accepted and valued, trusted and respected, cared for, and encouraged to be an active and responsible member of the school community.
- Provide coherent systems of academic and social supports, services, extracurricular activities, and accommodations to meet the range of learning needs of each student.
- Promote adult-student, student-peer, and school-community relationships that value and support academic learning and positive social and emotional development.
- Cultivate and reinforce student engagement in school and positive student conduct.
- Infuse the school's learning environment with the cultures and languages of the school's community.

Evidence requested by the evaluator or provided by the principal: Indicate contributor with an (E) or (P).

Evaluator's Feedback:

Standard 6: Professional Capacity of School Personnel

Effective educational leaders develop the professional capacity and practice of school personnel to promote each student's academic success and well-being.

Effective leaders:

- Recruit, hire, support, develop, and retain effective and caring teachers and other professional staff and form them into an educationally effective faculty.
- Plan for and manage staff turnover and succession, providing opportunities for effective induction and mentoring of new personnel.
- Develop teachers' and staff members' professional knowledge, skills, and practice through differentiated opportunities for learning and growth, guided by understanding of professional and adult learning and development.
- Foster continuous improvement of individual and collective instructional capacity to achieve outcomes envisioned for each student.
- Deliver actionable feedback about instruction and other professional practice through valid, research-anchored systems of supervision and evaluation to support the development of teachers' and staff members' knowledge, skills, and practice.
- Empower and motivate teachers and staff to the highest levels of professional practice and to continuous learning and improvement.
- Develop the capacity, opportunities, and support for teacher leadership and leadership from other members of the school community.
- Promote the personal and professional health, well-being, and work-life balance of faculty and staff.
- Tend to their own learning and effectiveness through reflection, study, and improvement, maintaining a healthy work-life balance.

Evidence requested by the evaluator or provided by the principal: Indicate contributor with an (E) or (P).

Evaluator's Feedback:

Standard 7: Professional Community for Teachers and Staff

Effective educational leaders foster a professional community of teachers and other professional staff to promote each student's academic success and well-being.

Effective leaders:

- Develop workplace conditions for teachers and other professional staff that promote effective professional development, practice, and student learning.
- Empower and entrust teachers and staff with collective responsibility for meeting the academic, social, emotional, and physical needs of each student, pursuant to the mission, vision, and core values of the school.
- Establish and sustain a professional culture of engagement and commitment to shared vision, goals, and objectives pertaining to the education of the whole child: high expectations for professional work, ethical and equitable practice, trust and open communication, collaboration, collective efficacy, and continuous individual and organizational learning and improvement.
- Promote mutual accountability among teachers and other professional staff for each student's success and the effectiveness of the school as a whole.
- Develop and support open, productive, caring, and trusting working relationships among leaders, faculty, and staff to promote professional capacity and the improvement of practice.
- Design and implement job-embedded and other opportunities for professional learning collaboratively with faculty and staff.
- Provide opportunities for collaborative examination of practice, collegial feedback, and collective learning.
- Encourage faculty-initiated improvement of programs and practices.

Evidence requested by the evaluator or provided by the principal: Indicate contributor with an (E) or (P).

Evaluator's Feedback:

Standard 8: Meaningful Engagement of Families and Community
Effective educational leaders engage families and the community in meaningful, reciprocal, and mutually beneficial ways to promote each student's academic success and well-being.

Effective leaders:

- Are approachable, accessible, and welcoming to families and members of the community.
- Create and sustain positive, collaborative, and productive relationships with families and the community for the benefit of students.
- Engage in regular and open two-way communication with families and the community about the school, students, needs, problems, and accomplishments.
- Maintain a presence in the community to understand its strengths and needs, develop productive relationships, and engage its resources for the school.
- Create means for the school community to partner with families to support student learning in and out of school.
- Understand, value, and employ the community's cultural, social, intellectual, and political resources to promote student learning and school improvement.
- Develop and provide the school as a resource for families and the community.
- Advocate for the school and district, and for the importance of education and student needs and priorities to families and the community.
- Advocate publicly for the needs and priorities of students, families, and the community.
- Build and sustain productive partnerships with public and private sectors to promote school improvement and student learning.

Evidence requested by the evaluator or provided by the principal: Indicate contributor with an (E) or (P).

Evaluator's Feedback:

Standard 9: Operations and Management

Effective educational leaders manage school operations and resources to promote each student's academic success and well-being.

Effective leaders:

- Institute, manage, and monitor operations and administrative systems that promote the mission and vision of the school.
- Strategically manage staff resources, assigning and scheduling teachers and staff to roles and responsibilities that optimize their professional capacity to address each student's learning needs.
- Seek, acquire, and manage fiscal, physical, and other resources to support curriculum, instruction, and assessment, student learning community, professional capacity and community, and family and community engagement.
- Are responsible, ethical, and accountable stewards of the school's monetary and non-monetary resources, engaging in effective budgeting and accounting practices.
- Protect teachers' and other staff members' work and learning from disruption.
- Employ technology to improve the quality and efficiency of operations and management.
- Develop and maintain data and communication systems to deliver actionable information for classroom and school improvement.
- Know, comply with, and help the school community understand local, state, and federal laws, rights, policies, and regulations so as to promote student success.
- Develop and manage relationships with feeder and connecting schools for enrollment management and curricular and instructional articulation.
- Develop and manage productive relationships with the central office and school board.
- Develop and administer systems for fair and equitable management of conflict among students, faculty and staff, leaders, families, and community.
- Manage governance processes and internal and external politics toward achieving the school's mission and vision.

Evidence requested by the evaluator or provided by the principal: Indicate contributor with an (E) or (P).

Evaluator's Feedback:

Standard 10: School Improvement

Effective educational leaders act as agents of continuous improvement to promote each student's academic success and well-being.

Effective leaders:

- Seek to make school more effective for each student, teachers and staff, families, and the community.
- Use methods of continuous improvement to achieve the vision, fulfill the mission, and promote the core values of the school.
- Prepare the school and the community for improvement, promoting readiness, an imperative for improvement, instilling mutual commitment and accountability, and developing the knowledge, skills, and motivation to succeed in improvement.
- Engage others in an ongoing process of evidence-based inquiry, learning, strategic goal setting, planning, implementation, and evaluation for continuous school and classroom improvement.
- Employ situationally-appropriate strategies for improvement, including transformational and incremental, adaptive approaches and attention to different phases of implementation.
- Assess and develop the capacity of staff to assess the value and applicability of emerging educational trends and the findings of research for the school and its improvement.
- Develop technically appropriate systems of data collection, management, analysis, and use, connecting as needed to the district office and external partners for support in planning, implementation, monitoring, feedback, and evaluation.
- Adopt a systems perspective and promote coherence among improvement efforts and all aspects of school organization, programs, and services.
- Manage uncertainty, risk, competing initiatives, and politics of change with courage and perseverance, providing support and encouragement, and openly communicating the need for, process for, and outcomes of improvement efforts.
- Develop and promote leadership among teachers and staff for inquiry, experimentation and innovation, and initiating and implementing improvement.

Evidence requested by the evaluator or provided by the principal: Indicate contributor with an (E) or (P).

Evaluator's Feedback:

Principal Summative Form Overall Performance Category

Directions: Completed by Superintendent/Designee. Overall Performance Category is based on Professional Practice, including accompanying decision rules. Once the overall Professional Practice rating has been determined, the Overall Performance Category is achieved using the established Overall Performance Category matrix.

Principal: _____ School Year: _____ School: _____

CRITERIA FOR DETERMINING AN EDUCATOR'S PROFESSIONAL PRACTICE RATING	
IF...	THEN...
Measures 2 and 3 are rated INEFFECTIVE	Professional Practice Rating shall be INEFFECTIVE
Measures 2 OR 3 are rated INEFFECTIVE	Professional Practice Rating shall be DEVELOPING OR INEFFECTIVE
Measures 1 OR 4 are rated INEFFECTIVE	Professional Practice Rating shall NOT be EXEMPLARY
Two Measures are rated DEVELOPING, and Two Measures are rated ACCOMPLISHED	Professional Practice Rating shall be ACCOMPLISHED
Two Measures are rated DEVELOPING, and Two Measures are rated EXEMPLARY	Professional Practice Rating shall be ACCOMPLISHED
Two Measures are rated ACCOMPLISHED, and Two Measures are rated EXEMPLARY	Professional Practice Rating shall be EXEMPLARY

Standard 1: Mission, Vision, & Core Values Choose a rating

Standard 2: Ethics & Professional Norms Choose a rating

Standard 3: Equity & Cultural Responsiveness Choose a rating

Standard 4: Curriculum, Instruction, & Assessment Choose a rating

Standard 5: Community of Care & Support for Students Choose a rating

Standard 6: Professional Capacity of School Personnel Choose a rating

Standard 7: Professional Community for Teachers & Staff Choose a rating

Standard 8: Meaningful Engagement of Families & Community Choose a rating

Standard 9: Operations & Management Choose a rating

Standard 10: School Improvement Choose a rating

Overall Professional Practice Rating: Choose an Overall Professional Practice Rating

Ineffective	Developing	Accomplished <i>is the expected level of performance</i>	Exemplary <i>In addition to meeting the requirements for Accomplished</i>
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To be signed after all information above has been completed and discussed:

Evaluator's Name _____ Principal's Name _____

Evaluator's Signature _____ Principal's Signature _____

(Signature denotes receipt of the summative evaluation, not necessarily agreement with the contents of this form.)

Date _____

Date _____

*Opportunities for appeal process at both the local and state levels are a part of the
Southgate Independent Schools' Certified Evaluation Plan.*

Employment Recommendation to Central Office:

- ☐ Meets administrator standards for re-employment
- ☐ Making progress towards meeting standards
- ☐ Does not meet administrator standards for re-employment

Certified employees must make their appeal to this summative evaluation within the time frames mandated in 704 KAR 3:345 Sections 7, 8, 9 and the local district plan.

**Any rating in the "Ineffective" column requires the development of an Individual Corrective Action Plan.*

**Southgate Independent Schools
Principal
Evaluation Appeal Form**

This form is to be used by certified employees who wish to appeal their performance evaluations to the Appeal Panel.

Employee's Name _____

Home Address _____

What specifically do you object to or why do you feel you were not fairly evaluated?

If additional space is needed, attach extra sheet(s).

Date you received the summative evaluation: _____

Name of Evaluator _____ Date _____

I hereby give my consent for my evaluation records to be presented to the members of the Evaluation Appeal Panel for their study and review. I will appear before the Panel if requested.

Employee Signature: _____ **Date:** _____

SCHOOL YEAR _____

Date of Expected Correction: _____ Immediate _____ Within 30 days _____ Other
(specify below)

**Southgate Independent Schools
Principal
Corrective Action Plan**

Name: _____

Date: _____

Area of Concern	Growth Objective(s)/Goal(s) (Describe desired outcomes)	Procedure and Activities for Achieving Goal(s)/Objectives(s) (including support personnel)	Appraisal Method and Target Dates

**Add additional pages if needed*

Corrective Action Plan Developed: _____ Corrective Action Plan Reviewed: _____

Status: _____ MET _____ NOT MET

Evaluatee's Signature Date

Evaluatee's Signature Date

Evaluator's Signature Date

Evaluator's Signature Date

DISTRICT ADMINISTRATORS

Individual Professional Growth Plans

Each certified administrator is responsible to initiate, implement, monitor, revise (as needed) and document completion of the plan in a given school year. This document becomes a part of the personnel record for the year. Other certified administrators are encouraged to review the schools/districts improvement plans, School Report Card data and professional development plans when considering areas for improvement. The goals must be written to support district goals.

Professional Growth Planning and Self-Reflection

The Professional Growth Plan will address realistic, focused, and measurable professional goals. The plan will connect data from multiple sources including student achievement and professional growth needs identified through self-assessment and reflection.

- All district certified administrators will receive summative evaluations annually.
- All district certified administrators will participate in self-reflection each year.
- Late hires, after the first 30 days, will be within 15 days of their start date.

DISTRICT OFFICE ADMINISTRATORS - PROCEDURES

The evaluation of district level administrators shall follow the procedures as described:

- A Superintendent/designee will be the evaluator for all other certified district administration.
- All other certified administrators shall be evaluated annually, including the Superintendent. The evaluation of the Superintendent is the responsibility of the Board of Education.
- The Superintendent/designee will hold an initial formative conference by September 30th with the other certified district administration which will include:
 - o Discussing areas of strengths and weaknesses.
 - o Finalizing and clarifying goals that have been mutually established in the PGP.
 - o Aligning these goals to the PSEL standards.
 - o Reviewing plans for implementation of all goals and improvements.
- All other certified administrators will complete a Self-Reflection in the state/district approved platform on or before September 30th.
- All other certified administrators will complete a Professional Growth Plan (PGP) in the state/district approved platform on or before September 30th.

District Certified Administrator Evaluation Timeline

Description of Events	Dates
Orientation	Annually within the first 30 calendar days of school. Non-school days are part of the 30 days. Full year employees begin July 1.
Approved by September 30	District Certified Administrators collaboratively develop Professional Growth Plan with the Superintendent.

	District Certified Administrators complete a Self-Reflection
March (alternating years)	Completion of IMPACT Survey
By May 16	The superintendent/designee will request that administrators conduct a self-appraisal using the district evaluation form for administrators by May 15. Formative Evaluation for all other certified district administration will be measured by the use of individual job performance criteria and by the degree of accomplishment of their PGPs.
By June 15	Summative Conference to discuss job performance criteria and PGP Goal. The evaluatee is provided the opportunity to respond in writing within (5) school days to the evaluator's rating and comments.

Determining the Overall Performance Rating

Performance Measures				
Performance Criteria	Planning	Environment	Instruction	Professionalism
<u>District Certified Personnel</u> <i>Professional Standards for Educational Leaders (PSEL)</i>	<u>Standard 1</u> <i>Mission, Vision and Core Values</i> <u>Standard 9</u> <i>Operations and Management</i> <u>Standard 10</u> <i>School Improvement</i>	<u>Standard 3</u> <i>Equity and Cultural Responsiveness</i> <u>Standard 7</u> <i>Professional Community for Teachers and Staff</i>	<u>Standard 4</u> <i>Curriculum, Instruction and Assessment</i> <u>Standard 5</u> <i>Community of Care and Support for Students</i> <u>Standard 6</u> <i>Professional Capacity of School Personnel</i>	<u>Standard 2</u> <i>Ethics and Professional Norms</i> <u>Standard 8</u> <i>Meaningful Engagement of Families and Community</i>

**District Certified Administrators will follow the Professional Standards for Educational Leaders for evaluation. Southgate is a one-school district, so all standards apply to one school in the district. Certain Standards may be prioritized for District Certified Administrators depending on their individual role and job descriptions. The Superintendent and District Certified Administrator will agree on which standards will be emphasized.*

Weighting of Evidences

All evidence will be considered equally across the four measures when determining the overall score of each of the four measures – Planning, Environment, Instruction, and Professionalism.

Determination of Overall Summative Rating

An educator's Overall Summative Rating is determined by the following steps:

1. Determine the individual measure ratings through the use of sources of evidence and professional judgment.
2. Apply Decision Rules below:

CRITERIA FOR DETERMINING AN EDUCATOR'S PROFESSIONAL PRACTICE RATING	
IF...	THEN...
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Measures 2 OR 3 are rated INEFFECTIVE	Professional Practice Rating shall be DEVELOPING OR INEFFECTIVE
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Two Measures are rated DEVELOPING, and Two Measures are rated ACCOMPLISHED	Professional Practice Rating shall be ACCOMPLISHED
Two Measures are rated DEVELOPING, and Two Measures are rated EXEMPLARY	Professional Practice Rating shall be ACCOMPLISHED
Two Measures are rated ACCOMPLISHED, and Two Measures are rated EXEMPLARY	Professional Practice Rating shall be EXEMPLARY

Superintendent

The Board of Education will evaluate the Superintendent annually.

DISTRICT CERTIFIED EVALUATION FORMS



**Southgate Independent Schools
Professional Growth Plan for District Certified Personnel**

Name _____ Date: _____ School _____ Year _____

Objective	Procedures/Activities	Expected Impact	Target Date for Completion

Individual Growth Plan Developed	Annual Review ____Achieved ____Revised ____Continued
<div style="border-bottom: 1px solid black; margin-bottom: 5px;"></div> <div>Employee's Signature Date</div>	<div style="border-bottom: 1px solid black; margin-bottom: 5px;"></div> <div>Employee's Signature Date</div>
<div style="border-bottom: 1px solid black; margin-bottom: 5px;"></div> <div>Supervisor's Signature Date</div>	<div style="border-bottom: 1px solid black; margin-bottom: 5px;"></div> <div>Supervisor's Signature Date</div>

Please note: Individual Growth Plan must be in alignment with school/district improvement plan.

SOUTHGATE INDEPENDENT SCHOOLS DISTRICT OFFICE ADMINISTRATORS FORMATIVE EVALUATION

Evaluatee: _____

Position: _____

Evaluator: _____

Date of Conference: _____

Standard	Exceeds	Meets	Area of Growth	Area of Concern
Standard 1: Mission, Vision & Core Values				
Standard 2: Ethics & Professional Norms				
Standard 3: Equity & Cultural Responsiveness				
Standard 4: Curriculum, Instruction & Assessment				
Standard 5: Community of Care & Support for Students				
Standard 6: Professional Capacity of School Personnel				
Standard 7: Professional Community for Teachers & Staff				
Standard 8: Meaningful Engagement of Families & Community				
Standard 9: Operations & Management				
Standard 10: School Improvement				

[LINK to PSEL EVALUATION TOOL](#)

Evaluator's Summary of Performance

- _____ Re-employ (on limited contract)
- _____ Re-employ (recommended for continuing contract-Tenure)
- _____ Re-employ (currently holding a continuing contract)
- _____ Re-employ with one year's probation
- _____ Not recommended for re-employment

The evaluatee's signature implies the evaluatee has seen this document. The evaluator's signature implies that he/she completed the form.

Evaluatee's Signature

Date

Evaluator's Signature

Date