704 KAR 3:406, Superintendent Training Program and Assessment Process

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Background

- KRS 156.111 mandates that the KDE establish a superintendent training program and assessment center and that the KBE adopt administrative regulations to govern the training content, number of hours, assessments, and work products for successful completion of the training and assessment center process.

- The amendment updates the superintendent training program and assessment center process to align with the statutory requirements that were updated in 2014.

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Program Expectations

Any individual hired for the first time as a superintendent in a Kentucky public school district must successfully complete the Superintendent Training and Assessment Program within <u>two</u> years of starting the position.

This program is designed for professional growth and includes:

- Superintendent Training Modules

- Executive Coaching and Mentoring

- Comprehensive Superintendent Assessment

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Superintendent Training Modules

The training modules are <u>no less than forty-two (42) and no more than seventy-two (72) hours in length</u> and provide high-quality instruction delivered by a facilitator and approved by the KDE on each of the following topics:

- Core concepts of leadership and quality practices
- Effective implementation of school-based decision making
- Kentucky school law
- Kentucky school finance and budgeting
- School curriculum and assessment

- Instructional leadership
- School improvement
- Community and board relations
- Effective communication
- Educator ethics

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Executive Coaching and Mentoring

- Each superintendent will be paired with a **mentor** who has prior experience as a Kentucky public school superintendent. This mentor will provide guidance and support throughout the training and assessment program.

- Additionally, each superintendent will receive **executive coaching** from an individual with experience as a Kentucky public school superintendent.

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Comprehensive Superintendent Assessment

- To complete the program, each candidate must **demonstrate proficiency** on the comprehensive superintendent assessment for each of the topics required in the superintendent training modules.

- Each candidate's performance will be evaluated through **performance-based projects, portfolios, or capstones** which include a collection of work products demonstrating a candidate's knowledge of each of the topics required in the superintendent training modules, and ability to apply that knowledge to efficiently and effectively solve problems as a superintendent.

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Evidence of Prior Learning/Experience

- A candidate with prior experience may request an exception from a specific superintendent training topic if they are likely to demonstrate proficiency on the related assessment before completing the training.

- If the exception is approved, it does not reduce the total required training hours. Instead, the candidate must complete alternative training of equal hours, which may include specialized sessions provided by a facilitator.

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Continuing Education

Superintendents are required to complete at least **21 hours of continuing education each year** through an individual personal growth training plan. This must include:

- At least 3 hours of annual training in **school finance**, and
- At least 3 hours of annual training in **ethics**.

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Questions?