

Kentucky Board of EDUCATION



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October 1, 2025

Dr. Robbie Fletcher, Commissioner
Kentucky Department of Education
300 Sower Blvd., 5th Floor
Frankfort, KY 40601

Dear Robbie:

Pursuant to the terms of your employment contract, the Kentucky Board of Education (KBE) has completed your annual evaluation. The evaluation was verbally shared with you on October 1, 2025, at the regular KBE meeting held in Frankfort. This letter serves as the official written record of that discussion.

On behalf of the KBE, I am pleased to offer this appraisal of your performance as Commissioner of the Kentucky Department of Education. We take note of the abundant and extensive evidence provided in your self-reflection report regarding the established goals and competencies that frame this evaluation. We also solicited and received feedback on and evidence of your performance from members of the KBE. Clearly, you have been diligent, disciplined, and impactful in your performance.

Significant accomplishments of the past year include:

Advancing the Kentucky United We Learn (KUWL) initiative – Working with the KUWL Council, the KBE, and key constituent groups, the Kentucky Department of Education is ready to implement a system that supports accountability for vibrant learning for all students and community engagement as required components of quality education. This initiative now engages more than 18 Local Laboratories of Learning (L3) school districts in deliberate focus on desired outcomes for students aligned with the model Portrait of a Learner and measures of student performance that support their further growth. Further, more than 140 districts across the state are developing their own portraits of a learner. Because of your steadfast engagement with members of the Kentucky General Assembly, necessary policy discussions are ongoing as we prepare for action during the 2026 legislative session.

Avoiding the Supporting Education Excellence in Kentucky (SEEK) shortfall – This accomplishment represents intensive efforts to advocate for the students of the Commonwealth that involved legal and financial deliberations across the Executive Branch and the General Assembly. It also revealed opportunities to address possible improvements in the SEEK funding process.

Auditor of Public Accounts (APA) Audit – You are to be commended for the openness with which you engaged in the APA audit and the same openness with which you responded to and shared the audit findings. Overall, that experience was one of learning

and growth, and your steady leadership ensured that the audit was a productive lever for use by the Department and the KBE.

Areas for Growth include:

Communication with the KBE – While progress has been made in engaging with the Kentucky Board of Education, continued focus on communication remains essential. Building consistency in updates, clarity in requests for input, and proactive sharing of challenges and successes will further strengthen trust and alignment with board members.

Continued efforts to build relationships with the KY General Assembly in support of public education – Under your leadership, the Department has successfully navigated several important legislative conversations, and opportunities remain to deepen relationships with policymakers. Continued efforts to frame the state’s education agenda in terms that resonate with legislators, while building bipartisan understanding and support for public education, will be critical to ensuring policy alignment with KBE’s aspirations for students.

Increased focus on how KY United We Learn is supportive of our efforts to meet the needs of every KY learner, including our most vulnerable students – A central element of the board’s vision is the statewide commitment to a competency-based Portrait of a Learner framework. This work is not only about defining outcomes for all students; it is essential that our most vulnerable learners—those impacted by poverty, language barriers, or special learning needs—are supported to experience vibrant, student-centered learning and achieve at high levels. By focusing on demonstrated competencies rather than seat time or traditional measures alone, the Portrait of a Learner establishes a more equitable system that values growth, honors diverse strengths, and provides multiple pathways for success.

Conclusion

On behalf of the Kentucky Board of Education, we commend your diligent and impactful leadership over the past year. Your accomplishments reflect both steady stewardship and bold advocacy in advancing teaching and learning and modeling openness in the face of external scrutiny. At the same time, you have demonstrated a willingness to learn and grow as a leader.

As we look ahead to the coming year and the important 2026 legislative session, we are confident that your continued focus on collaboration, clarity of vision, and commitment to student success will sustain the Department’s momentum and position Kentucky as a national leader in deeper learning and educational excellence.

In summary, the board strongly supports your continued tenure as Commissioner and sincerely appreciates your outstanding leadership. Your management goals for 2025-2026 are attached in a new self-reflection tool. We accept and endorse your 2025-2026

growth goals (also attached) and offer our resolute support of your efforts to achieve those goals.

Sincerely,

Dr. Sharon Porter Robinson
Chair, Kentucky Board of Education