



Certified Evaluation Plan

Hart County Schools
2017-2018

REVISED PLAN for 2017-2018

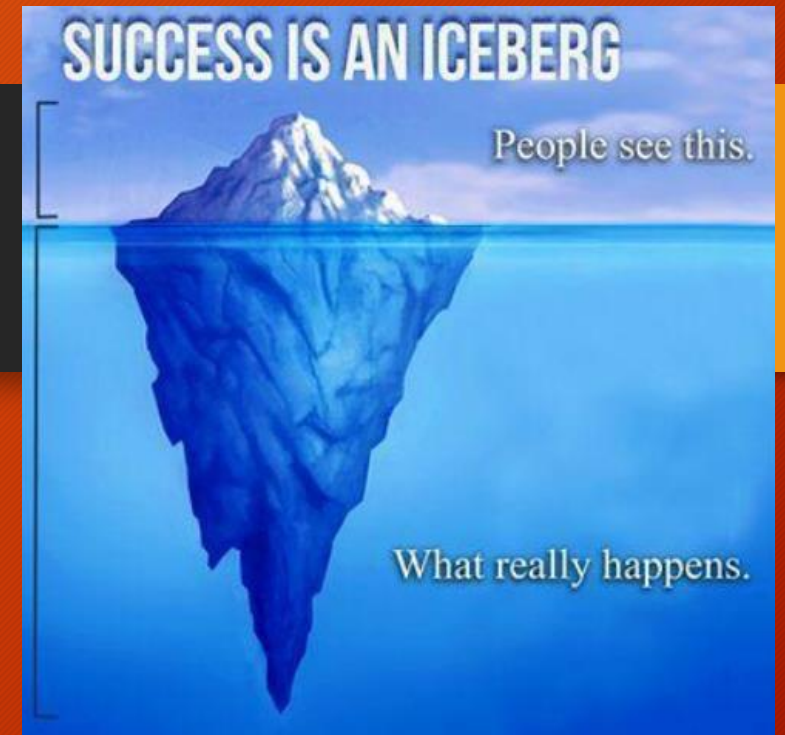
Senate Bill 1, (effective immediately due to an emergency clause) brings significant change to Kentucky's Professional Growth and Effectiveness System. It requires districts to implement a personnel evaluation system aligned to a statewide framework that promotes continuous professional growth and development of skills needed to be a highly effective teacher or administrator.

What's Different?

- No Student Growth Goal
- All teachers on an annual evaluation cycle (at least for this year)
 - Tenured Teachers: one full observation annually
 - Non-Tenured Teachers: one full, one mini, one full observation
- Student Voice Survey Questions “tweaked” to be more clear and student friendly
- PGP no longer in CIITS
- Peer Observation emphasizes more collegial conversation & feedback
- Staff Data Notebook replaced with the more flexible “Professional Evidence Collection”

Overall Focus

- Framework for Teaching (Appendix M): good teaching is still good teaching
 - Which domains are most important?
 - Which domains are readily observable during a typical classroom lesson?
 - Which domains are more likely to need to be “documented?”
- Growth
 - Do I plan to teach for 27 years or teach the same year 27 times?
 - Educators or administrators who believe there is nothing new to learn about teaching, learning, or leadership is deluding themselves and most likely providing a dis-service to students.
 - PGP based on selected elements of the FfT according to your self-reflection (Appendix B)



Classroom Observations: How many?

- Non-tenured? Three per year: 3 (one full, mini, another full)
- Tenured? One per year: 1 (full)
- Intern Teachers? KTIP-TPA: 3 cycles of 3 full observations each
- Mini vs. Full Observations
 - Mini = about 20 minutes; full = complete lesson
 - Full = scheduled; Mini = drop in or scheduled
 - Pre-Observation: required for full; not required for mini
 - Post-Observation: formal process for full—face to face; informal for mini (phone, email, etc.)

Observation Timeline (Appendix H)

NON-Tenured Annual Observation Cycle *(begins two weeks after first student attendance day)*

October 15	1 st full observation complete
March 15	Mini observation complete
April 25	2 nd full observation complete
April 30	Summative evaluation form complete

Tenured Annual Observation Cycle *(begins two weeks after first student attendance day)*

April 30	Full observation and summative evaluation form complete
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PEC: Professional Evidence Collection

- Consider this as a way to organize two of your best items for each subdomain: a representative cross-section of what you do as a teacher, counselor, LMS, etc.
- Abandoned the terms “portfolio, binder, notebook, box”
- Although, it can take the form of a box, binder, google doc, shared dropbox folder, etc.
- Document the 4 domains: ESPECIALLY DOMAINS 1 AND 4
- REQUIRED ITEMS: 2 items for each subdomain (2 x 22 = 44 artifacts)
- Suggested items: Appendices A.1 and A.2
- Ongoing collection of professional evidence (do NOT begin anew; update as reasonable)

PGP: Professional Growth Plan

- Complete self-analysis using FfT survey (Appendix B)
- Develop plan (Appendix L)
- Reflection on PGP progress/needs (October 1)
- Final reflection/discussion (summative conference)
- Develop new PGP by June 1

Non-evaluative Processes

- Student Voice Survey
 - ONE per year
 - Complete by fall break; analyze results after break
 - Questions have been modified (Appendix O)
- Peer Observation
 - Golden Rule (aka: everyone receives one and everyone completes one)
 - District Form (Appendix C)
- Teacher Voice Survey
 - Annual process for teachers to give feedback to principals

Summative Ratings & Observations Cycles

(See pages 10 & 11)

<i>If...</i>	<i>Then the Summative Rating is...</i>
Domains 2 <i>and</i> 3 are rated INEFFECTIVE	INEFFECTIVE
Domains 2 <i>or</i> 3 are rated INEFFECTIVE	INEFFECTIVE <i>or</i> DEVELOPING
Domains 1 <i>or</i> 4 are rated INEFFECTIVE	NOT EXEMPLARY
Two Domains are rated DEVELOPING <i>and</i> Two Domains are rated ACCOMPLISHED	ACCOMPLISHED
Two Domains are rated DEVELOPING <i>and</i> Two Domains are rated EXEMPLARY	ACCOMPLISHED
Two Domains are rated ACCOMPLISHED <i>and</i> TWO Domains are rated EXEMPLARY	EXEMPLARY

CLOSING THOUGHTS:

What's the same?

- ▶ It is all about **GROWTH, GROWTH & GROWTH**
- ▶ Integrate the CEP with your approach to teaching (**the four domains ARE the core of quality teaching and learning**)
- ▶ Periodically update your PEC with your **best** work
- ▶ Remember the motto: “**Try to live in Accomplished and visit Exemplary.**”
- ▶ It is all about **GROWTH, GROWTH & GROWTH**