**Kentucky Department of Education**

**Professional Growth and Effectiveness System**

Follow-up Information 2013 PGES Winter Summits



The following questions or concerns have been raised as a part of the early implementation of the PGES. Collaborative partners are encouraged to share key messages that focus on the value of a continuous improvement approach.

**Continuous Improvement**

* Kentucky’s educator effectiveness effort is designed to continuously improve and evolve based on field testing feedback and statewide piloting experiences.

	+ Key elements of Kentucky’s Professional Growth and Effectiveness System are being field tested and piloted in order to make improvements before statewide implementation for accountability.
	+ The system encourages districts to establish feedback loops from teacher to principal, school to district, and district to state to ensure continuous improvement.

Teachers are the experts in improving student learning. They have helped shape the new system by reviewing the research, crafting state board of education recommendations, and providing suggestions and guidance for implementation.

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| Lingering Questions/Concerns | KDE Research Activity/Response*Activities scheduled to occur during the 2013-14 school year (Statewide pilot year for Professional Growth and Effectiveness System)* |
| Teacher awareness and involvement in PGES development | * Feedback from Field Test Participants has informed important changes to the PGES system this year.
* The content teacher and leadership network representatives from districts have been involved in and are a great resource for PGES implementation and information.
* KEA has received funding to expand their efforts to engage members in the implementation process.
* Districts should create teacher feedback loops throughout the planning and implementation phases of the PGES pilot.
* In the statewide pilot, additional teachers will be a part of the direct implementation of the system.
* KY has established a partnership with Hope Street Group (HSG), a non-profit, to engage more teacher stakeholders in the PGES process and implementation.
* Additional resources are available on KDE’s PGES website.
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| Contributing Professionals | KDE is working with stakeholder groups to investigate effectiveness systems for other certified professionals (counselors, librarians, assistant principals, speech pathologist, etc.) |
| Peer observation and need for additional training  | * KDE has funded research for 6 districts to test 3 different peer observation models in the 2013-2014 statewide pilot. .
* KDE is exploring peer observation models used in other states and will compile and disseminate these models for consideration by districts for the 2013-2014 statewide pilot.
* KDE will continue to research various training models and will explore key partnerships to review and refine the current peer observers training model and support. Models will be available on the KDE website.
* Training for peer observers should be included in the school/district plans for professional development.
* The Teacher Effectiveness Steering Committee will make recommendations as to the frequency and use of peer observations based on feedback from the 2013-2014 statewide pilot.
* Peer observations are for formative purposes only. Principals do not see the peer observer’s notes.
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| Observation Certification & recertification in the Teachscape Proficiency System  | * Principals and supervisors who will observe and evaluate teachers in the TPGES will certify through Teachscape Proficiency System.
* Principals must obtain a license within Teachscape to work through the certification modules. These may be obtained through KASA. Email Shirley@kasa.org
* Principals will conduct teacher observations within the EDS module of CIITS. CIITS and Teachscape are separate systems serving two different functions.
* Districts are choosing to begin the training for certification now allowing spring and summer for achieving certification.
* KDE is currently working with Teachscape and KASA to identify effective recertification processes. A recommendation is expected by the 2013-14 school year. It is expected that some recertification process will occur annually to prevent rater drift, but current conversations suggest comprehensive recertification may occur every 3 years.
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| Student Voice Survey | * The Teacher Effectiveness Steering Committee will make recommendations as to the frequency and use of the student voice survey based on feedback from the 2013-14 statewide pilot.
* A K-2 survey is being investigated.
* Currently there is no student voice survey for teachers who are not considered the teacher of record.
* The Student Voice Survey is taken by students once a year though the Infinite Campus (IC) student portal.
* The Student Voice Survey, Implementation Guide and complete resource packet are located on the Student Voice page of the PGES website. Districts are encouraged to share with their teachers.

Survey results will be available in CIITS in a module called Educator Development Suite (EDS).  |
| Student Growth Measures for non-assessed grades and subjects | * KDE is funding research around a common assignment strategy. These common assessment items will be available for consideration by districts for use in SGGs.
* KDE is developing guidance around decision rules and criteria for local systems’ selection and/or development of assessments for use in SGGs.
* Assessment measures for student growth must be rigorous and comparable across the district.
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| Setting student growth goals | * All teachers develop Student Growth Goals (SGG) for the year or the course.
* KDE is investigating how available state data at the high school level can provide growth data for teachers.
* Teachers create SGGs using SMART criteria.
* Several online resources exist to aid in the development of SGGs.
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| Next steps for training staff in the Professional Growth and Effectiveness System (PGES). | * A comprehensive training schedule will be available on the PGES website by mid-March.
* Currently, there are several online resources available for district use on KDE’s PGES website. PGES updates and webcasts are posted to this site.
* During April, KDE will be offering on-line, interactive sessions through Lync on PGES topics.
* KDE is developing a PGES Timeline that will provide districts a guide for implementation of the statewide pilot in 2013-14.
* Cooperatives are committed to providing regional support for the implementation of the statewide pilot.
* TPGES is not in the accountability system in 2013-14, but will be in 2014-15.
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| The Statewide Pilot in 2013-14 | * Each district selects a minimum of 10% of schools to participate-minimum of 1 school.
* Each participating school has the following minimum participants: Principal (1), ELA (1-2), Math (1-2), ELL/SWD (1-2), Non-Assessed (2-3).
* The total minimum number of teachers per participating school is 5-9.
* A district may choose any teacher to participate even if he or she is already involved with the field test. As much as possible, district selection of teachers should be based on those who are not in their summative cycle.
* For teachers in their summative cycle who are participating in the pilot, districts will use two systems: one for the pilot and one for evaluation purposes.
* Districts are required to submit their evaluation plan to KDE for approval by December 15, 2013.
* Cooperatives are committed to providing regional support for the implementation of the statewide pilot.
* A timeline of suggested activities is in development to aid districts in scaling the 2013-14 statewide pilot and will be posted soon.
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| Kentucky Teacher Internship Program (KTIP) and alignment with PGESAlignment among teacher preparation, principal certification, and PGES | * The Education Professional Standards Board (EPSB) has a committee (KACI) that has been discussing alignment with KTIP and PGES. Currently, the KTIP teacher tasks will include an alignment to PGES’s expectations.
* EPSB is convening a committee of new teachers to get input for recommendations. Contact EPSB for information or recommendations concerning this.
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| Principal Professional Growth and Effectiveness System (PPGES)  | * During the 2012-13 school year, 30 principals are field testing the PPGES. Data from this pilot is informing the statewide pilot for 2013-14.
* Training is still in development based on the findings and feedback from the PPGES field test.
* For 2013-14, all districts are required to include 10% of the principals in the district in the PPGES statewide pilot
* Superintendents and/or central office and the principal will receive training.
* There is no observation certification for Superintendents.
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| Legislation related to PGES | * Activity on HB 180 can be tracked at <http://www.lrc.ky.gov/record/13RS/HB180.htm>
* Dr. Terry Holliday’s blog: http://kyedcommissioner.blogspot.com/
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