

**Professional Growth Effectiveness System**

**Implementation Plan**

**2013 – 2015**

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| **Date**  | **Time - Location** | **Activity - Audience** | **Presenter** |
| Feb. 7, 2013Feb 25, 2013 | 9:00 AM (HS)2:00 PM (EL/MS) | Head Principals Only Evaluation Training for Administrative Evaluations – with overview of PPGES | SJ Heise |
| Mar 29, 2013 |  | District Declaration of Intent to Adopt deadline for submission – completed by Supt designee |  |
| Apr 4, 2013  | 9:00 – Noon BOE | **ALL** School AdministratorsDistrict Administrators receive Overview of **both PPGES and TPGES**  | KVEC – Abbie Combs |
| April – May, 2013 |  | Supervisors CIITS – EDS Practice – Assignment of PD roles in CIITS |  |
| June 5 -6, 2013 | 2 days9:00 – 3:30 PM | **ALL** School AdministratorsDistrict Administrators receive PGES Certification Training | KVEC – Abbie Combs |
| May – June, 2013 | TBD | **Pike Co Supervisors receive training on delivery of TPGES**  | KVEC – Abbie Combs |
| July, 2013 | TBD | **TPGES Phase I** - Pilot School Teachers Training 1. Framework
2. Student Growth
 | Pike Co Supervisors |
| July 31, 2013 | Hazard | KVEC Growth and Effectiveness Summit on **PPGES**Superintendent/Designee(s) | KVEC – Abbie Combs |
| August 1, 2013 |  | **All Pilot Principals** (12) complete proficiency exam |  |
| Aug 30, 2013 |  | All Pilot School Teachers **Student Growth Goal Setting** to be completed by this date |  |
| Sept, 2013 | TBD | **TPGES Phase II** – Pilot School Teachers Training on PGES 1. Professional Growth Plan
2. Peer Observations
3. Principal Observations
 | Pike Co Supervisors |
| Sept, 2013 | TBD | **PPGES Phase I** –Pilot Principals PGES and EDS in CIITS Training1. Professional Growth Plan (Survey Analysis)
2. Student Growth Goal
 | Supt - Designee(s) |
| Oct 1, 2013 |  | All Pilot Principal – **PGP**  to be completed by this date |  |
| Oct 30, 2013 |  | All Pilot Principal – **Student Growth Goal**  completed  |  |
| Oct – Nov, 2013 | Varied | All Pilot School Teacher – 2 Observations( Principal and Peer)  | Principal - Peer  |
| Oct – Nov, 2013 | Varied | All Pilot Principal – 1 Observations/Site Visit | Supt - Designee(s) |

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| **Date**  | **Time - Location** | **Activity - Audience** | **Person Responsible** |
| Jan, 2014 | TBD | **TPGES Phase III** – All Pilot School Teachers Training 1. Survey Analysis - Utilization
 | Pike Co Supervisors |
| Jan, 2014 |  | Request for Ad-Hoc District Committee for revision of Board Policies - Pilot school involvement | CIO/Supervisor |
| Jan 30, 2014 |  | All Pilot School Teacher – **Mid-year Formative evaluation** to be completed by this date **(review student growth goal, PGP and documentation)**   | Principal  |
| Jan 30, 2014 |  | All Pilot Principal – **Mid-year Formative evaluation** to be completed by this date **( review student growth goal, PGP and documentation)**   | Supt - Designee(s) |
| Feb - Mar, 2014 | Varied | **All Pilot School Teacher** – 2 Observations( Principal and Peer)  | Principal - Peer  |
| Feb- Mar, 2014 | Varied | **All Pilot Principal** – 1 Observation/Site Visit | Supt - Designee(s) |
| Mar, 2014 | TBD | TELL, VAL-Ed Surveys administered (Principals)Student Voice Survey (Teachers) | Supervisors monitor and communicate |
| Mar, 2014 | TBD3 hours | **TPGES** **Phase IV** – Area Training for **ALL non- pilot school Teachers** 1. Overview of TPGES and CIITS - EDS
 | Pike Co Supervisors |
| May 1, 2014\*(No later than last week of school) |  | **All Pilot School Teachers** – **Summative evaluation** to be completed **( review student growth goal, PGP and documentation)**   | Principal |
| May 1, 2014 \* (No later than last week of school) |  | **All Pilot Principal** – **Summative evaluation** to be completed **( review student growth goal, PGP and documentation)**   | Supt - Designee(s) |
| Aug, 2014 | TBD3 hours | **TPGES Phase V** – Area Training for non- pilot school Teachers1. Framework
2. Student Growth Goals
 | Pike Co SupervisorsPilot Teachers |
| Aug 30, 2014 |  | **Non- pilot school Teachers** **Student Growth Goal** completed  |  |
| Sept, 2014 | TBD3 hours | **TPGES Phase VI** – non - pilot school Teachers Training 1. Professional Growth Plan
2. Peer Observations
3. Principal Observations
 | Pike Co SupervisorsPilot Teachers |
| Oct 1, 2014 |  | All Principal – **PGP**  completed  |  |
| Oct 30, 2014 |  | All Principal – **Student Growth Goal**  completed  |  |
| Oct – Nov, 2014 | Varied | All Teacher – 2 Observations (Principal and Peer conducted observations)  | Principal - Peer  |
| Oct – Nov, 2014 | Varied | All Principal – 1 Observations/Site Visit | Supt - Designee(s) |
| **Date**  | **Time - Location** | **Activity - Audience** | **Person Responsible** |
| Jan 30, 2015 |  | Teacher – **Mid-year Formative evaluation** to be completed by this date **(review student growth goal, PGP and documentation)**   | Principal  |
| Jan 30, 2015 |  | Principal – **Mid-year Formative evaluation** to be completed by this date **( review student growth goal, PGP and documentation)**   | Supt - Designee(s) |
| Feb - Mar, 2015 | Varied | **Teacher** – 2 Observations( Principal and Peer)  | Principal - Peer  |
| Feb- Mar, 2015 | Varied | **Principal** – 1 Observation/Site Visit | Supt - Designee(s) |
| Mar, 2015 | TBD | TELL, VAL-Ed Surveys administered (Principals)Student Voice Survey (Teachers) | Supervisors monitor and communicate |
| May 1, 2015\*(No later than last week of school) |  | **Teacher** – **Summative evaluation** to be completed **( review student growth goal, PGP and documentation)**   | Principal |
| May 1, 2015 \* (No later than last week of school) |  | **Principal** – **Summative evaluation** to be completed **( review student growth goal, PGP and documentation)**   | Supt - Designee(s) |

**Pike County Schools**

**Professional Growth Effectiveness System Implementation Plan**

**2013 - 2015**

**Pilot Participation - 2013-2014**

* Teacher Professional Growth Effectiveness System (TPGES)
* Principal Professional Growth Effectiveness System (PPGES)

**Teacher Selection - Pilot Full Participation Criteria 2013-2014**

* 1-2 ELA teachers
* 1-2 Math teachers
* 1-2 Special Ed teacher (Students with Disabilties)
* 2-3 Teachers in non-assessed areas
* Not KTIP
* Not in evaluation cycle year
* Not non-tenured

**FULL Pilot Schools**

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| **TPGES Pilot School** | **PPGES Pilot Principal** | **TPGES Pilot Teachers** |
| Belfry MS | Matthew Mercer |  |
| Belfry HS | Mark Gannon |  |
| Kimper ES | Chad Thompson |  |
| Majestic ES | Mary Beth Stiltner |  |
| Shelby Valley HS | Greg Napier |  |

**Partial Participating Pilot Schools**

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| **TPGES Pilot Schools**  | **TPGES Pilot School Teachers** |
| Bevins ES |  |
| Blackberry ES |  |
| East Ridge HS |  |
| Elkhorn City ES |  |
| Millard ES |  |
| Phelps ES |  |
| Southside ES |  |

**Tentative Budget for Implementation**

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| Item Detail | Estimated Cost | Funding Source |
| PGES – Teachscape - Proficiency Exam  | 25 Principals x $349.00 = $8,725.004 Supervisors x $349.00 = $1,396.00 | KEDC Funds - $8,725.00RTTT3 Funds - $1,396.00 |
| Phase I Training – Teachers - Summer | 50 Teachers ; 6 hours; 1 day | No funding – PD credit |
| Phase II Training – Teachers – Sept,2013 | 50 Teachers x 3 hours x $32.50 sub pay = $4,875.00 | District PD funds – $4,875.00 |
| Phase III Training – Teachers – Jan, 2014 | 50 teachers; 2 hours; afterschool meeting | No funding – PD credit |
| Phase IV Training – All non-Pilot Teachers – March, 2014 | 3 hours – Release Day | School Level funding |
| Phase V Training All non-Pilot Teachers – August, 2014 | 3 hour Professional Development Day | No funding – PD credit |
| Phase VI Training All non-Pilot Teachers – Sept, 2014 | 2 hours; after school meeting | No funding – PD credit |