



Learning Targets for Successful Implementation of the Teacher Professional Growth and Effectiveness System (TPGES)

<p><b>The TPGES System</b></p> <ul style="list-style-type: none"> <li>○ Explain the purpose of a teacher professional growth and effectiveness system.</li> <li>○ Describe the multiple measures included in the TPGES.</li> <li>○ Explain the structure of the Kentucky Adapted Framework for Teaching (FfT).</li> <li>○ Identify and explain specific domains within the FfT.</li> <li>○ Differentiate between the four performance levels within the FfT.</li> </ul>	<p><b>Observation Measure</b></p> <ul style="list-style-type: none"> <li>○ Explain the expectations of observation within the TPGES.</li> <li>○ Differentiate between the peer observer process and the supervisor observation process.</li> <li>○ Explain the observation process and my role.</li> <li>○ Align evidence appropriate to the domains and components within the FfT.</li> <li>○ Access and respond to observation data in the Educator Development Suite (EDS).</li> </ul>	<p><b>Student Voice Measure</b></p> <ul style="list-style-type: none"> <li>○ Explain why student voice surveys are a valid and appropriate measure of teacher effectiveness.</li> <li>○ Reflect on Student Voice Survey data in the Educator Development Suite (EDS) to identify areas for improving my practice.</li> <li>○ Apply survey results to improve student outcomes.</li> </ul>
<p><b>Self-Reflection and Professional Growth Measure</b></p> <ul style="list-style-type: none"> <li>○ Explain how self-reflection and professional growth planning contribute to teacher effectiveness.</li> <li>○ Engage in on-going, evidence-based self-reflection to improve my practice.</li> <li>○ Develop a professional growth plan in collaboration with my principal.</li> <li>○ Use tools in EDS are used to support my professional growth.</li> </ul>	<p><b>Student Growth Measure</b></p> <ul style="list-style-type: none"> <li>○ Explain why student growth is included in the TPGES.</li> <li>○ Implement the student growth goal setting process in collaboration with my principal.</li> <li>○ Explain student growth in the context of assessment literacy.</li> <li>○ Determine appropriate sources of evidence for goal-setting.</li> <li>○ Develop a quality student growth goal that meets the SMART criteria and includes growth and proficiency targets.</li> <li>○ Implement research-based and developmentally appropriate strategies to support student growth goal attainment.</li> <li>○ Implement formative assessment practices to continuously monitor how students are progressing toward the goal.</li> <li>○ Use EDS to communicate with my principal on the student growth goal setting</li> </ul>	

**The following chart provides schools and districts a current guide to resources available on the Teacher Professional Growth and Effectiveness System (TPGES) so that they can facilitate how professional learning will be offered and/or structured for their educators.**

Learning can be self-paced or scheduled to be interactive with a group. It is suggested that time is provided for educators to come together, have discussions and interact with various components of the TPGES. It is also suggested that educators get an overview of the TPGES before learning more about each of the multiple measures of the system. For each topic, learning targets are provided that can be used to demonstrate the competencies for learning about the TPGES.

Some of the resources are Power Points or presentations posted to the KDE PGES website. Many are live sessions offered through Lync. These sessions will also be archived in PD360, along with other resources that will support the TPGES.

For any presentation, be sure to access any required documents needed for the presentation in advance.

The series of **live Lync sessions**, currently in progress, are highly recommended for professional learning about the TPGES. Continue to check for new sessions, as well as for the PGES Office Hours offered. During PGES Office Hours teachers and leaders can ask questions and engage in discussion on TPGES topics directly with KDE staff.

Educators can sign up for the Lync sessions under *PD Search* in the Educator Development Suite (EDS) located in CIITS. After logging into CIITS, hover over the *Educator Development* tab and then select *PD Search*. Enter "TPGES" in the search box and review the choices. To register for a session, simply click on it, and then select *register*. You may also email [christine.boatwright@education.ky.gov](mailto:christine.boatwright@education.ky.gov) to register. Be sure to access any required documents for the presentation in advance. Sessions will be archived in PD360 for later access if you are unable to attend the live session.

Keep checking. This resource will be updated regularly as the opportunities for professional learning in the TPGES continue to grow.

Title/Description	Learning Targets	Access
<p><b>Overview of the Teacher Professional Growth and Effectiveness System (TPGES)</b></p> <p><b>This PowerPoint provides a quick overview of the TPGES, including a quick overview of the multiple measures of the system.</b></p>	<p>Learning Targets:</p> <ul style="list-style-type: none"> <li>○ Explain the purpose of a teacher professional growth and effectiveness system.</li> <li>○ Identify and describe the multiple measures of the Teacher Professional Growth and Effectiveness System (TPGES).</li> </ul>	<p>This session is facilitated through Lync. Access a live session through EDS or an archived session in PD360.</p>
<p><b>Overview of the Kentucky Adapted Framework for Teaching</b></p> <p><b>These PowerPoint presentations and resources involve participants in the Kentucky Adapted Framework for Teaching.</b></p>	<p>Learning Targets:</p> <ul style="list-style-type: none"> <li>○ Explain the structure of the Framework for Teaching (FtT).</li> <li>○ Identify and explain specific domains within the Framework for Teaching (FtT).</li> <li>○ Understand the progression of the four performance levels within the Framework for Teaching (FtT).</li> </ul>	<p>Kentucky Adapted Framework for Teaching (FtT)  <a href="http://education.ky.gov/teachers/HiEffTeach/Pages/PGES--Overview-Series.aspx">http://education.ky.gov/teachers/HiEffTeach/Pages/PGES--Overview-Series.aspx</a></p> <p><i>Self-paced</i>  An Overview of the TPGES System and Framework for Teaching located at  <a href="http://education.ky.gov/teachers/HiEffTeach/Pages/PGES--Overview-Series.aspx">http://education.ky.gov/teachers/HiEffTeach/Pages/PGES--Overview-Series.aspx</a></p> <p><i>Facilitation of group learning</i>  TPGES Framework and Measures Overview PowerPoint located at  <a href="http://education.ky.gov/teachers/HiEffTeach/Pages/PGES--Overview-Series.aspx">http://education.ky.gov/teachers/HiEffTeach/Pages/PGES--Overview-Series.aspx</a></p>

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<p><b>Observation in the Teacher Professional Growth and Effectiveness System</b></p> <p><b>This Lync session guides participants through the observation measure and how effective evidence is used to impact instructional practice.</b></p>	<p>Learning Targets:</p> <ul style="list-style-type: none"> <li>○ Explain the expectations of the observation process.</li> <li>○ Differentiate between the peer observer process and the supervisor observation process.</li> <li>○ Explain the three step systematic observation process and my role.</li> <li>○ Identify evidence that is appropriate for a classroom observation.</li> </ul>	<p>This session is facilitated through Lync. Access a live session through EDS or an archived session through PD360.</p> <p><i>Kentucky Teacher Article</i>  <a href="http://www.kentuckyteacher.org/features/2013/01/do-you-see-what-i-see/#more-13702">http://www.kentuckyteacher.org/features/2013/01/do-you-see-what-i-see/#more-13702</a></p>	
<p><b>Peer Observer Training Module</b></p> <p><b>This module is designed specifically to support peer observers as they observe and provide effective feedback to teachers.</b></p>	<p>Learning Targets:</p> <ul style="list-style-type: none"> <li>○ I can explain the purpose of the peer observer within the effectiveness system.</li> <li>○ I can differentiate between the peer observer process and the supervisor observation process.</li> <li>○ I can explain the observation process and my role.</li> <li>○ I can script evidence during an observation</li> <li>○ I can eliminate bias and interpretation</li> <li>○ I can align evidence appropriate to the domains and components within the Kentucky Framework for Teaching.</li> <li>○ I can identify the characteristics of effective feedback.</li> <li>○ I can determine appropriate next steps after feedback is given.</li> </ul>	<p>Register for the training module through EDS.</p> <ul style="list-style-type: none"> <li>● Click on the EDS tab.</li> <li>● Use PD Search/Online Activities/then type in Peer Observer Training Module.</li> <li>● Click on the appropriate month's section and then register for the course. You will receive a confirmation e-mail.</li> <li>● In the Activity Details, click the URL to connect to PBS and create an account if you do not already have one. Follow the User's Guide or the Video Tutorial to complete the process.</li> </ul>	

<p><b>Professional Growth and Self-Reflection in the Teacher Professional Growth and Effectiveness System</b></p> <p><b>This Lync session guides participants through the reflective practice that leads to professional growth and ultimately impacts student learning.</b></p>	<p>Learning Targets:</p> <ul style="list-style-type: none"> <li>○ Identify how reflection and growth planning is connected to improved educator effectiveness.</li> <li>○ Identify what I want to target about my instruction that will effectively impact student learning.</li> <li>○ Devise, manage, and modify a plan for personal growth after reflection.</li> </ul>	<p>This session is facilitated through Lync. Access a live session through EDS or an archived session in PD360.</p> <p><i>Kentucky Teacher</i> Article  <a href="http://www.kentuckyteacher.org/features/2013/02/reflective-practice-professional-growth-a-cyclical-path-to-improvement-in-pges/">http://www.kentuckyteacher.org/features/2013/02/reflective-practice-professional-growth-a-cyclical-path-to-improvement-in-pges/</a></p>
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<p><b>Student Voice in the Teacher Professional Growth and Effectiveness System</b></p> <p><b>This Lync session provides guidance for the student voice measure of the TPGES.</b></p>	<p>Learning Targets:</p> <ul style="list-style-type: none"> <li>○ Tell someone why student voice surveys are important.</li> <li>○ Tell someone why student perception surveys are a valid measure of teacher effectiveness.</li> <li>○ Access Student Voice Survey data.</li> <li>○ Use survey results to improve student achievement.</li> </ul>	<p>This session is facilitated through Lync. Access a live session or an archived session through PD360.</p>
<p><b>Overview of Student Growth in the TPGES</b></p> <p><b>This PowerPoint provides a look at the goal setting for student growth process.</b></p>	<p>Learning Targets:</p> <ul style="list-style-type: none"> <li>○ Explain why student growth is included in the new teacher effectiveness system.</li> <li>○ Understand and be able to implement the student growth goal setting process.</li> <li>○ Explain how student growth impacts my students</li> </ul>	<p><i>Student Growth in the Teacher Professional Growth and Effectiveness System (TPGES) – Overview</i> PowerPoint located at  <a href="http://education.ky.gov/teachers/HiEffTeach/Pages/PGES--Overview-Series.aspx">http://education.ky.gov/teachers/HiEffTeach/Pages/PGES--Overview-Series.aspx</a></p>

<p><b>Assessment Literacy and Student Growth</b></p> <p>This Lync session puts student growth in the context of assessment literacy, a crucial instructional practice.</p>	<p>Learning Targets:</p> <ul style="list-style-type: none"> <li>○ Explain the role of assessment in teaching and learning.</li> <li>○ Explain student growth in the context of assessment literacy</li> </ul>	<p>This session is facilitated through Lync. Access a live session through EDS or an archived session through PD360.</p>
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<p><b>Developing Quality Student Growth Goals STEP 1</b></p> <p>This Lync session is first of a 3-part series that will help participants understand the characteristics of a quality student growth goal. This session focuses on step 1 of the student growth process, determining needs.</p>	<p>Learning Targets:</p> <ul style="list-style-type: none"> <li>○ Apply guiding questions leading to the development of a quality student growth goal.</li> <li>○ Determine appropriate sources of evidence for goal setting.</li> </ul>	<p>This session is facilitated through Lync. Access a live session through EDS or an archived session through PD360.</p>
<p><b>Developing Quality Student Growth Goals STEP 2</b></p> <p>This Lync session is the second of a 2-part series and will help participants understand the characteristics of a quality student growth goal. This session focuses on step 2 of the student growth process, creating the student growth goal.</p>	<p>Learning Targets:</p> <ul style="list-style-type: none"> <li>○ Apply guiding questions leading to the development of a quality student growth goal.</li> <li>○ Apply SMART criteria to develop a quality student growth goal.</li> </ul>	<p>This session is facilitated through Lync. Access a live session through EDS or an archived session through PD360.</p>

<p><b>Student Growth: Strategy Development and Monitoring Progress</b></p> <p>This Lync session completes the series designed to help participants understand how to effectively implement the student growth measure. This session focuses on steps 3, 4 and 5 of the student growth process.</p>	<p>Learning Targets:</p> <ul style="list-style-type: none"> <li>○ Apply guiding questions leading to the development of a quality student growth goal.</li> <li>○ Develop strategies to support my students' goal attainment.</li> <li>○ Use effective strategies to monitor student progress.</li> <li>○ Analyze post data to determine goal attainment and determine next steps.</li> </ul>	<p>This session is facilitated through Lync. Access a live session through EDS or an archived session through PD360.</p>
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<p><b>Student Growth Percentiles</b></p> <p>This recorded presentation provides viewers an understanding of the state contribution to student growth, student growth percentiles. Currently, this applies to reading and math teachers in grades 4 – 8.</p> <p><i>Note: High schools will not use PLAN and ACT for this state contribution.</i></p>	<p>Learning Targets:</p> <ul style="list-style-type: none"> <li>○ Understand how student growth percentiles can show growth.</li> <li>○ Explain examples of application of student growth percentiles.</li> </ul>	<p>Growth Explained by Ken Draut and Rhonda Sims  <a href="http://media.education.ky.gov/video1/On-Demand2012/Overview_NGL_part2.wmv">http://media.education.ky.gov/video1/On-Demand2012/Overview_NGL_part2.wmv</a></p> <p>Growth PowerPoint  <a href="http://education.ky.gov/AA/distsupp/Documents/Student%20Growth%20%20Final%203%208%202012a.ppt.ppt">http://education.ky.gov/AA/distsupp/Documents/Student%20Growth%20%20Final%203%208%202012a.ppt.ppt</a></p>
<p><b>Introduction to Supervisor Certification</b></p> <p>This PowerPoint is for principals and other supervisors who will observe teachers and provide ratings on their effectiveness using the Kentucky Adapted Framework for Teaching. It will provide an introduction to the</p>	<p>Learning Targets:</p> <ul style="list-style-type: none"> <li>○ Understand how to use the FFTPS (Framework for Teaching Proficiency System) to become a certified observer</li> <li>○ Access resources &amp; support from KDE, Teachscape, and district IT support staff</li> </ul>	<p>An Orientation to the Proficiency Assessment Process Principal Certification PowerPoint  <a href="http://education.ky.gov/teachers/HiEffTeach/Pages/PGES--Overview-Series.aspx">http://education.ky.gov/teachers/HiEffTeach/Pages/PGES--Overview-Series.aspx</a></p> <p>To begin the certification training process, contact Shirley LaFavers at <a href="mailto:shirley@kasa.org">shirley@kasa.org</a> or call her at (502) 875-3411.</p>

**Teachscape Proficiency System and the training/assessment process.**

**Certification through the Teachscape Proficiency System is required for principals/supervisors who will rate observation.**

Title/Description	Learning Targets	Access
<p><b>Extended Learning:</b></p> <p><b>Feedback in the Teacher Professional Growth and Effectiveness System</b></p> <p><b>This Lync session will help teachers and supervisors understand effective feedback and how it impacts practice.</b></p>	<p>Learning Targets:</p> <ul style="list-style-type: none"> <li>○ Distinguish between the type of feedback given by the peer observer and the principal</li> <li>○ Identify characteristics of effective feedback</li> <li>○ Identify next steps (by a principal and teacher) after feedback is given</li> </ul>	<p>This session is facilitated through Lync. Access a live session through EDS or an archived session through PD360.</p>
<p><b>Extended Learning:</b></p> <p><b>Digging Deeper into the Framework: Using the Framework for Teaching to Enhance Instructional Practice</b></p> <p><b>This session demonstrates how to use professional conversations to enhance teaching and learning. Danielson’s <i>Talk About Teaching: Leading Professional Conversations</i> is referenced.</b></p>	<p>Learning Targets:</p> <ul style="list-style-type: none"> <li>○ Explain how the Framework for Teaching is organized</li> <li>○ Use the Framework to guide professional conversations</li> <li>○ Plan next steps to use the Framework to improve practice</li> </ul>	<p>This session is facilitated through Lync. Access a live session through EDS or an archived session through PD360.</p>



**Extended Learning:**

Interactive Question & Answer sessions

These sessions are facilitated through Lync and offered regularly. Visit EDS to register.

**PGES Office Hours**

**The Office Hour sessions provide a regularly scheduled, interactive format for talking with KDE staff and networking with other districts to ask clarifying questions and have discussion on the TPGES.**