

PROFESSIONAL GROWTH and EFFECTIVENESS SYSTEM

Supporting Kentucky's Great Teachers and Leaders

*An effective teacher in every classroom;
an effective leader in every school*

Effective teaching and school leadership depend on clear standards and expectations; reliable feedback; and the tools, resources and support for professional growth and continuous improvement. The Kentucky Department of Education, with the guidance and oversight of a teacher and a principal effectiveness steering committee, is designing, developing and field testing a new statewide Professional Growth and Effectiveness System (PGES).¹

The PGES is designed to measure teacher and leader effectiveness and serve as a catalyst for professional growth and continuous improvement and is a key requirement of Kentucky's Elementary and Secondary Education Act (ESEA) flexibility waiver and the state's Race to the Top grant.



The Teacher PGES (TPGES)

A common language and understanding of effective teaching is the foundation of the TPGES. Thus, Kentucky has adopted the Framework for Teaching based on the work of Charlotte Danielson. The framework includes indicators of effective teaching in five domains of practice:

- Planning and Preparation
- Classroom Environment
- Instruction
- Professional Responsibilities
- Student Growth

Multiple Measures for Teachers

Teaching is too complex for any single measure of performance to capture it accurately. Assessing effective teaching requires multiple, valid measures supported by evidence.

Observation – A principal is trained and certified to objectively identify effective teaching and document a teacher's professional practice on multiple occasions, both formally and informally, in order to provide high-quality feedback that can be used to improve practice.

Peer Observation – A trained colleague observes and documents another teacher's professional practice to increase observation reliability and provide supportive and constructive feedback that can be used to improve practice.

With the passage of Senate Bill 1 in 2009, Kentucky embarked on a comprehensive system of education reform integrating:

- relevant and rigorous standards
- aligned and meaningful assessments
- highly effective teaching and school leadership
- data to inform instruction and policy decisions
- innovation
- school improvement

All are critical elements of student success, but it is great teaching supported by great leadership that will ensure all Kentucky students are successful and graduate from high school college/career-ready.

“Feedback and evaluation systems depend on trustworthy information about teaching effectiveness to support improvement in teachers’ practice and better outcomes for students.”

— Ensuring Fair and Reliable Measures of Effective Teaching, MET Project, January 2013



Reflection – A teacher performs critical self-examination of practice on regular basis to deepen knowledge, expand a repertoire of skills and incorporate findings to improve practice.

Professional Growth – A teacher engages in professional growth planning specific to individual needs based on feedback and data from multiple sources and self-reflection.

Student Growth – The impact a teacher has on a student or set of students as measured by multiple sources of data over time.

Student Voice – Student perception surveys provide a reliable indicator of the learning environment and give voice to the intended beneficiaries of instruction.

¹ Key stakeholder groups include teachers, principals, superintendents, the Kentucky Education Association, Jefferson County Teachers Association, Kentucky Association of School Administrators, Kentucky Association of School Superintendents, Kentucky School Boards Association, Kentucky Association of School Councils, the Kentucky PTA, Partnership for Successful Schools, Prichard Committee for Academic Excellence, Council on Postsecondary Education and Educational Professional Standards Board.

The Principal PGES (PPGES)

Standards:

- Instructional Leadership
- School Climate
- Human Resources Management
- Organizational Management
- Communication and Community Relations
- Professionalism
- Student Growth

Measures:

- Self-Reflection
- Professional Growth Planning
- Observations
- Student Growth

Critical Data Sources:

- TELL Kentucky Survey of Working Conditions
- Vanderbilt Assessment of Leadership in Education (Val-ED 360)

The PPGES includes:

- benchmark behaviors for each of the principal performance standards
- a focus on the relationship between principal performance and improved student learning and growth
- the use of multiple data sources for documenting performance, including opportunities for principals to present evidence of their own performance as well as student growth
- a procedure for conducting performance reviews that stresses accountability, promotes professional improvement and increases principals' involvement in the evaluation process
- a support system for providing assistance when needed.



Performance and Professional Growth for Teachers and Principals

In the PGES, evidence from multiple measures will provide a performance level rating and inform a course of action designed to support the continuous improvement of practice.

Principals will identify professional learning opportunities based on an individual teacher's needs.

A principal who does not meet district expectations will receive support addressing areas of concern through targeted supervision and additional resources.

Continuum of performance for teachers/principals

Ineffective **Developing** **Accomplished** **Exemplary**

Timeline for Implementation of PGES

2012-13

- Field test in 50+ districts
- Measures defined
- Feedback collected; validity studies
- Revisions to tool and process

2013-14

- Statewide Pilot
- Feedback collected; reliability studies
- Frameworks and process finalized

2014-15

- Full statewide implementation
- Part of accountability in Spring 2015

Information and resources for implementing PGES

Teacher PGES website: <http://1.usa.gov/TTw0Gm>

Principal PGES website: <http://1.usa.gov/UARVQs>

PGES mailbox: teacherleader@education.ky.gov

Kentucky Teacher: www.kentuckyteacher.org

