

## **Superintendent Professional Growth and Effectiveness System (SPGES) Rubric for a Locally Developed System**

During the 2013-14 school year, the Next Generation Superintendent Effectiveness System Steering Committee (NxGSESSC) met to develop a recommended tool for Kentucky local boards of education to use in the evaluation and professional growth of the district superintendent.

The intent of this rubric is to ensure that if a local board chooses to develop its own superintendent professional growth and effectiveness system, the resulting system is aligned and equivalent to the system developed by the NxGSESSC. (A copy of the SPGES documentation developed by the NxGSESSC can be found at <http://education.ky.gov/teachers/PGES/SPGES/Pages/Early-Info.aspx>.)

The following represents the approved requirements for a locally developed superintendent professional growth and effectiveness system. Any locally developed SPGES system must be submitted for approval by the Kentucky Department of Education per KRS 156.557 prior to implementation.

The locally developed system will, at a minimum:

- include a formative document (superintendent leadership plan) and a summative document
- be clearly built on and aligned to research-based, common standards equivalent to the steering committee work
- provide for a competency/growth model equivalent to the steering committee work
- include performance-based, non-numerical, superintendent performance levels equivalent to the steering committee work
- allow the superintendent to provide evidence on the standards of emphasis
- support superintendent self-reflection and the self-evaluation process
- support superintendent/board collaboration on the identification of standards for emphasis
- establish clear growth goals in targeted areas for superintendent evidences

### **Anticipated Timeline:**

July 2014 – Letter to superintendents and board chairs on preference for SPGES or locally developed system

October 2014 – Districts to notify department choice of SPGES or locally developed system

2014-15 – SPGES statewide pilot

2015-16 – SPGES statewide implementation