**PPGES Pilot Cycle**

***“Talking Points”***

***Phase One-August-October***

*“It’s the principal of the thing!”*

* The PPGES cycle begins with the principal reflection on the standards in the Kentucky Professional Growth and Effectiveness system.
* The principal reflections on other relevant data sources including Teacher SGG, survey results (Kentucky Tell and VAL-Ed Alternating Years), prior feedback, student achievement data, nonacademic data, etc.
* The principal and superintendent engage in a beginning of the year conference where;

1. The principal in collaboration, with the superintendent/designee develops three goals
2. The Student Growth Goal (SGG) -September to September
3. The TELL Kentucky Working Conditions Goal (WCG) Two Year Goal
4. The Professional Growth Plan Goal (PGP)
5. The principal in collaboration with superintendent develop the Student Growth, Working Conditions Goal, and Professional Growth Plans.

* The Principal begins implementation of plans.
* Principal, Teachers, and Superintendent /Designee participate in the initial VAL-ED Survey.

***Phase Two-October-December***

*“Everything rises and falls with leadership”*

* The Superintendent/Designee schedules and conducts the first PPGES Observation/Site Visit. Site visits ranges from watching how principals interact with others, to observing programs and shadowing and should include an interview/discussion of how the principal is progress toward meeting the standards.
* Superintendent/Designee conducts a mid-year conference (review) to review progress on SGG, WC, and PGP plans. The goal is for the superintendent to provide systemic feedback. Using the PPGES multiple data sources, the superintendent will complete the Principal Mid-year Performance Review. The Superintendent Schedules the next observation/site visit.

***Phase Three-January-March***

*“Some people make things happen, some watch things happen, while others wonder what happened”*

* Principal implements plans and engages in on going self-refection about progress toward meeting goal and the strategies that support those goals. Strategies may be modified or changed but the goal must not be altered.
* Principal, Teachers, and Superintendent/Designee participate in the second VAL-Ed Survey.
* Superintendent conducts a second Site-Visit.

***Phase Four-March-May***

*“Don’t lower your expectations to meet your performance. Raise your level of performance to meet your expectations. Expect the best of yourself, and then do what is necessary to make it a reality. Ralph Marson quotes*

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* The Superintendent/Designee Conducts the End-of –Year Review. This mirrors the Mid-Year Review.

***Note:***

The principal may submit documentation to the superintendent to the superintendent/designee particularly during the End-of Year review to document progress made toward reaching the identified goals.

Final decisions about summative rating have not yet been made.