

F O R T T H O M A S

I N D E P E N D E N T S C H O O L S

**Certified Personnel Evaluation Plan
Amendment for 2019-2020**

Fort Thomas Board of Education

28 North Fort Thomas Avenue

Fort Thomas, Kentucky

Rich in **Tradition** on the **Future**
Focused

Dr. Karen Cheser, Superintendent

Approved by the Fort Thomas Board of Education on **April 20, 2020**

CERTIFIED SCHOOL PERSONNEL EVALUATION PLAN AMENDMENT FOR 2019-2020

Application

This amendment applies to those certified employees that align with TPGES (Teachers), OPGES (Library Media Specialist, Speech Therapist, School Counselor, Instructional Coach, and School Psychologist), and PPGES (Principals and Assistant Principals).

Professional Practice: Observations

Only data collected by evaluators for Mini Observations and Full Observations through March 13, 2020, will be used for the purpose of assessing an evaluatee's professional practice for 2019-2020 summative evaluations. This means that there may not be four (4) observations in the summative school year.

Timeline

<i>Evaluation Activity</i>	<i>Timeline</i>
Non-Tenured Summative Evaluation Completed	On or before May 26th
Non-Tenured Summative Evaluations to District Contact Person	On or before June 15th
Tenured Summative Evaluation Completed	On or before May 26th
Tenured Summative Evaluations to District Contact Person	On or before June 15th
Summative Evaluation Appeal	Within 5 working days of the summative conference
Summative Self-Reflection Professional Growth Plan Review	<ul style="list-style-type: none">• Completed by the summative conference• Teachers not on a summative year will meet with primary evaluator by May 26th

Conferencing

All conferences between evaluators and evaluatees may be conducted in a virtual setting. A summative evaluation conference shall be held at the end of the summative evaluation cycle.

Electronic signatures may be used to document summative evaluation conferences between evaluators and evaluatees. When electronic signatures cannot be applied to forms, email correspondence may be substituted for an evaluatee to indicate they have received their summative evaluation and that it has been reviewed with them.

Employment Recommendations

Recommendations for re-employment shall be based on summative evaluations conducted during the 2018-2019 school year.

Summative evaluations conducted during the 2019-2020 school year shall only be used to determine the type of Professional Growth Plan.