

# OLDHAM COUNTY BOARD OF EDUCATION POLICY

## CERTIFIED EVALUATION PLAN

5029

*References: KRS 156.111; KRS 156.557; 704 KAR 3:370*

*Relates to: Policy 5029.02AR*

### PLAN

The Superintendent or his/her designee shall develop and maintain a [comprehensive evaluation plan](#) for all evaluations of certified staff below the level of Superintendent. This plan shall comply with KRS 156.557 and all implementing regulations. The Performance Evaluation Committee, composed of an equal number of teachers and administrators, shall develop and review the plan annually for compliance and shall submit them to the Kentucky Department of Education for approval.

### MANNER OF EVALUATION

The approach used in the evaluation process is designed to bring certified personnel and the immediate supervisor together in the spirit of cooperation in order to develop the best teaching/learning situation possible.

### APPEALS

Procedures establishing a Local Evaluation Appeals Panel (LEAP) for certified staff shall be included in the Certified Evaluation Plan (CEP). Any certified staff member may appeal a summative evaluation on which he or she receives an Ineffective rating for Overall Performance on the Kentucky Framework for Personnel Evaluation. The appeal shall be filed with the LEAP within five (5) business days after the conference to review the evaluation is held.

A certified staff member has a right to appeal to the Kentucky Board of Education if he or she feels that the district is not properly implementing its Certified Evaluation Plan in the way in which it was approved by the Kentucky Department of Education. In order to make such an appeal, the certified staff member must submit a written request for review to the Kentucky Commissioner of Education within thirty (30) days of the final decision or action of the LEAP. The procedures governing such an appeal are set forth in the state regulation, 704 KAR 3:370.