**UPPI Meeting Notes January 23, 2018**

1. Welcome. Jimmy Adams

General assembly in session, thus we continue to monitor legislation and budget and know there may be more changes. We consider the work of this committee important and plan to continue regardless of funding. Mention of work documents in participant folder

1. Lois Adams Rodgers

Works with Wallace foundation on consulting. She is the facilitator with WKU and GRREC, as well as with some other universities. Unique for Wallace to recognize the EPP work. The purpose of this work is to change the focus of principal's to leaders in order to accomplish the goal of each child being competent learners. Thus, the spotlight focuses on the work of instruction. ESSA submitted on what leaders do to plan and accomplish. This work is important for all universities in KY. What a great opportunity for universities in this state to work together to have best leaders.

1. Jimmy Adams

PSEL standards Update. In addition to this group, we contacted some other subgroups for input including school counselors, DPP, directors of special education, instructional supervisors, superintendents and others to review the standards and provide their feedback on the standards and their regulations. They recommended that we use it as overall standards for educational leadership preparation in Kentucky. Thus, in December, the EPSB Board received information regarding these actions and the PSEL standards were introduced At the February 12th meeting, they go before the board for adoption. We are working on the five regulations of all educational leadership positions and attempting to combine into one. The first reading will be in April and the second in June. Thus, as we are writing a proposed regulation and we want your input. After the second reading, there is a 30-day public comment period. LRC process allows 90 days for hearing.

CAEP accreditation? Use current regulation. Any EPP can use the waiver process to request exceptions from current standards for new standards (PSEL). The waiver request comes to Jimmy Adams and he takes to the board for approval. It is suggested that EPPs wait until after February 12th to request the exemption.

1. Sherri Henley and Harrie Buecker

Discussion of the School Leadership Licensure Exam and the Kentucky Specialty Test.

Sherri discussed the Kentucky Specialty Test as a Companion test. The overview provides samples of test questions on Page 12 with the answers for practice. There is more than one version of test. On the power point Sherri provided a List of all the statutes and regulations for the test. The test is comprised of 120 questions test based on legal facts. It is a measure of how well principals know the regulations and statutes related to job of Kentucky principal. Sherri also presented the current pass rates, with oldest at top and then newest. 86% pass rate. ETS updates the test as regulations change by contacting the state agency who changes the regulation or statute. Question last revision 2010. Sherri emphasized the KST is weighted in five sections with 120 questions. She suggested the group review the weighted sections and make recommendations of any necessary changes.

Harrie shared a handout with the draft SLLA test drafted by ETS as the new PSEL test. ETS is working with a group of state educators to set cut scores for new praxis. Handout is linked to the PSEL standards and provides indicators for SLLA

Q. While content shifts to PSEL, the types of questions remain same. Have they changed their practice materials for candidates? Not yet, but will once the new test is ready. Part of regulation work entails the shift to the new assessment with recommended implementation dates.

Q. How aligning courses to universities? It is up to the universities to prepare their candidates for the assessment and PSEL standards. Each EPP should work with partners in reviewing courses and the alignment to PSEL. If EPPs wish to use PSEL for CAEP accreditation and state program review, they can use the waiver process described earlier.

The UPPI group took time to review the SLLA assessment and KY Specialty Test (KST) handouts. Comments from the group included:

* We need a process that provides alignment from preservice to induction to evaluation of principal's. What this looks like.
* PSEL standards. When will they be responsible for taking the new test? Standards then regulations. Then assessment. A timeline will be provided to the group.
* A comment was made that principals need experiences with high poverty schools.
* An item analysis of the Kentucky Specialty assessment will be requested from ETS by question and shared with the group.
* The group made several observations regarding the KST and addressed several areas of change including:
  + SBDM, principal evaluation system, issues from the KY Red Book, custody issues, police talking to students, athletic transfers, suspension of students with disabilities, etc.
  + It was suggested that principals need to know the resources of law and where to ask questions rather than memorizing current law.
  + All questions should be contextual.
  + If the KST is revised, a group composed of lawyers who specialize in school law, KSBA, Wayne Young, school board policy specialists, and the professors who teach school law make up the reviewers.
  + It was emphasized the educational leaders need to know where they can find information and who to consult.
  + Embed the KY specialty concepts in to school law and field experiences and align within the preparation programs and not just have an assessment.
* Other suggestions by the group include:
  + Do we want to keep the current assessments?
  + Should the SLLA be required for all educational leadership positions (currently only principals have to take it)?
  + Do not fear opening a regulation as all regulations are on a 7-year review cycle now.
  + This is an opportunity to look at the regulations regarding preparation programs in a comprehensive manner
  + We can touch regulations throughout the year---there is no shut down time on regulation review.
  + Consider online micro-credentialing to take the place of KST
  + Not enough district level information is currently emphasized on assessments.
  + Principal candidates need to learn how to read, interpret and use the regulations.
* EPSB approves preparation programs. We are reviewing the information covered. How each EPP gets candidates to that level does not worry us as long as they do.
* Lauren Graves provided information about EPSB regulation watch. She will send Eve the link to provide to group.

1. Internship and Principal Evaluation….Jenny Ray (KDE)

Jenny Ray introduced the principal evaluation system. She works directly with the P3 Principal professional development. 704 KAR 3:370 is the evaluation regulation requiring the Kentucky Framework for Personnel Evaluation. It is based on the Kentucky Framework for Teaching (2011 Danielson). The principal evaluation uses the Principal Professional Performance Standards (Strong) (handout in folder). The entire Performance Measurement System is comprised of four categories: Planning, Environment, Instruction and Professional. The criteria to be utilized are the Principal Performance Standards. Th Evidences and Summative are to be district determined.

KDE offers support to principals through the P3 Principal partnership project, the Assistant Principal Project (AP3) and the University Principal Partnership (UP3). EKU, WKU, and Murray are the current universities electing to participate. There is a new principal summit each year as well as an EdCamp. Learning Labs are regional and in the packet was a flyer to sign up and attend the upcoming learning labs. Should a university send someone and wish travel, they need to contact Eve Proffitt. The website for the program is [KDE.P3@education.ky.gov](mailto:KDE.P3@education.ky.gov) P3 is voluntary---it is not required. KDE has a Principal Steering Committee which will review the PSEL standards for consideration of alignment to the principal evaluation system, after EPSB board approves them in February. PSEL is aligned to the 4 dimensions. Currently KDE is not a partner with cooperative initiatives in working with new principals; however, it is certainly something desirable.

**KPIP**: Jimmy Adams reported that KPIP is in regulation but with no funding for the last ten years. Thus, we need to think about a different approach for internships. EPSB has requested the legislature to fund internships (not by KTIP or KPIP) with a total amount and allow EPSB to distribute it as needed. He mentioned the cost of replacing a teacher is $4-6,000 while the return on KTIP is $1.66 per teacher. Mr. Adams desires to see funding KPIP return. KASA worked on a redesign of KPIP with Donna Brockman representing EPSB. They have the program ready to go. He realizes a few changes will need to be made.

1. Western Kentucky University and GRREC presented the design of their principal partnership program.

Margie Desander indicated the big issue for their program was feedback and how to accept feedback from outside the university. They went through a process with GRREC and developed a theory of action and rationale for the program. This theory was finished December 2017 and when they go off track, the theory refocuses them. GRREC is a big partner with the Leadership Tracking System (LTS) with EPSB addressing state policy and procedures. WKU’s logic model institutes a curriculum change within 18 months. They use literature, PSEL, NELP, and CAEP to guide the curriculum. Part of the new program is focused on overarching ideas. The courses are not named and developed, but will link the overarching ideas. As the courses are developed they will address which standards and topics that fit nicely. Themes are carried through each course. NELP standards are driving the specific activities. They have reduced the Rank I from 39 hours to 30 hours, and are embedding experiences and internships into every course. The assessment tool is a research project developed in first class and going to the last class. This work is validated by the other Wallace universities. In their program, they are designing over 300 experience hours. As this program is being designed, they are bringing in GRREC superintendents for reactions each month. WKU went through the Quality Measures program. Initially they were reluctant and found it to be a good self reflection tool, with steps identified to move forward. The LTS is furnishing data to provide feedback to the WKU program.

GRREC reported they currently are using five districts in the UPPI grant (Warren County, Bowling Green Independent, Simpson County, Davies County, and Owensboro Independent). They provided a description of items/data to be included in the LTS system. By March 1 a vendor will be selected and the work of developing such a system begins March 8. There will be a soft launch in the Fall of 2018. Evaluation data will not be included in this system.

1. Closure and Next Meeting

**Next Meeting: March 2, 2018**

Items for the next meeting:

* KASA KPIP model presented very specifically as it relates to PSEL
* Item analysis from ETS on Kentucky Specialty Test and SLLA
* Feedback and recommendations from the group on proposed regulations for administrative leaders
* Internship provisions for educational leaders particularly KPIP
* Recommendation on assessments for educational leaders (KY Specialty Test and SLLA)
* Alignment of PSEL to CAEP standards
* Suggestions from Group Regarding Levels I and II
* List of all PD providers in state and who does what
* Look at what surrounding states have with principal and educational leader requirements
* Micro credentialing

ATTACHMENTS:

* Lauren Graves RegWatch link
* Info on Principal Learning Labs from KDE with registration links
* Education Leadership Regulations under review
* CHURN: The High Cost of Principal Turnover