

Education Professional Standards Board  
Annual Evaluation of Executive Director  
Report Completed December 7, 2017 by Board Evaluation Committee

Dr. Donna Hedgepath, Board Member and Vice-Chair  
Mr. David Graham, Board Member  
Mr. Rob Akers Board Member and Chair

Preface

The Education Professional Standards Board (EPSB) is tasked with providing the Executive Director with a preliminary evaluation (Mid-Year Evaluation) and a final evaluation (Annual Evaluation) for each designated evaluation year. In April 2017, the Board assigned Mr. Rob Akers, Dr. Donna Hedgepath, and Mr. Graham, with the responsibility for preparing the Mid-Year Evaluation Report of Mr. James (Jimmy) Adams (Executive Director) for 2017. In December 2017, Dr. Donna Hedgepath was assigned the task of preparing the Annual Evaluation Report.

In preparing Annual Evaluation Report, members of the Evaluation Committee considered all of the resources which were provided to them including the End-of-Year Self Evaluation by the Executive Director, the EPSB Strategic Plan Update Report, the EPSB Goals and Strategies, and the Executive Director 2017 Annual Evaluation Survey (completed by members of the Education Professional Standards Board).

Additionally, the Evaluation Committee members worked with EPSB executive staff to prepare and administer to the Board a relevant evaluation survey instrument, aligned with the Board's Goals and the EPSB Strategic Plan, to assess the overall performance of Mr. Adams. The evaluation instrument was distributed to Board members in mid-November and was subsequently completed and returned by 10 Board members in early December 2017.

Findings of the Evaluation Committee

Members of the Evaluation Committee found that Mr. Adams, Executive Director, has performed at the highest level throughout the year. As determined in his Mid-Year Evaluation, he is to be commended for successfully advancing the Board Goals and EPSB's Strategic Plan Goals. Mr. Adams continues to advance communication with the Board leads a highly qualified leadership team to better the efforts of the work of EPSB. Mr. Adams should continue to be recognized for his efforts in improving the efficiency of EPSB, along with the resulting restructuring of the agency.

A sample of highlights which have taken place under the leadership of Mr. Adams include:

- Goal One of the Strategic Plan stipulates that all Educator Preparation Programs (EPPs) will achieve CAEP accreditation by August 1, 2021. Since the Mid-Year evaluation (July 2017), Murray State University and the University of Louisville have received notification of their CAEP accreditation. Five additional EPPs are scheduled for accreditation visits over the next six months. The Kentucky Educator Preparation Accountability System KEPAS is scheduled for completion by the end of the fiscal year.
- Goal Two stipulates that every professional position in Kentucky public schools is staffed by a properly credentialed professional. EPSB continues to work to amend how LEAD reporting is

conducted and has continued to study options for obtaining Rank II in an effort to retain highly qualified teachers.

- Board Goal 3: EPSB staff continues to reduce backlogged disciplinary cases, and the number of active cases is also within a reasonable number.
- Board Goal 4: Mr. Adams continues to establish and implement an effective budget that meets as many needs as possible in the face of a biennial reduction. No KTIP interns were deferred during the 16-17 academic year, but no new interns will be added in Spring 2018 due to more anticipated budget cuts. Mr. Adams hopes to persuade legislators to consider KTIP and KPIP as one integrated funding source for the next biennial budget.
- Mr. Adams continues to provide communication to the EPSB Board, managed for both effectiveness and efficiency (Goal 5). He sends regularly scheduled emails and periodic updates in an effort to ensure that the Board is update on critical information. The new website was released on September 29, 2017, which provides a much more ease of use for all visitors/users.
- Mr. Adams continues to demonstrate an aptitude for maintaining professionalism and balance throughout a time of great change, innovation, and demand.

The EPSB Board was given the opportunity through the Annual Evaluation Survey to indicate their perceptions of the progress being made on Board Goals and the EPSB Strategic Plan Goals. Ten Board members responded to the survey. For every goal and corresponding strategy, Board members indicated satisfactory progress 87.5-100% of the time. Board members were encouraged to provide comments; most comments were targeted toward Board progress more so than concerns about leadership from Mr. Adams. Board member turnover has occurred more often in 2017 than most previous years. Mr. Adams provided strong, attentive leadership to help new members participate fully and understand the EPSB mission clearly.

### Conclusion

The Board Evaluation Committee continues to support the belief that Mr. Adams demonstrates a high level of professionalism and competence in his role as Executive Director of EPSB. He is a change agent who works well within the confounds of challenge, and continues to work diligently to maximize both human and financial resources. The Board appreciates Mr. Adams's continued efforts to effect positive change