

RESPONSIBILITIES OF HSES

- Have knowledge of current educational practices in Kentucky
- Be aware of Standards and Indicators for School Improvement
- Be willing to travel and make personal sacrifices to home and family
- Assist assigned school personnel with implementing and monitoring school improvement based upon the Scholastic Audit results
- Support the work with councils, committees, principals, counselors and teachers
- Improve teaching and learning through modeling effective lessons and best practices as well as providing high-quality professional development for district/school staff
- Attend HSE area team meetings
- Attend multiple week-long training sessions during each summer
- Attend periodic HSE cadre meetings/trainings
- Share professional expertise with cadre members

HOW DID THE PROGRAM BEGIN?

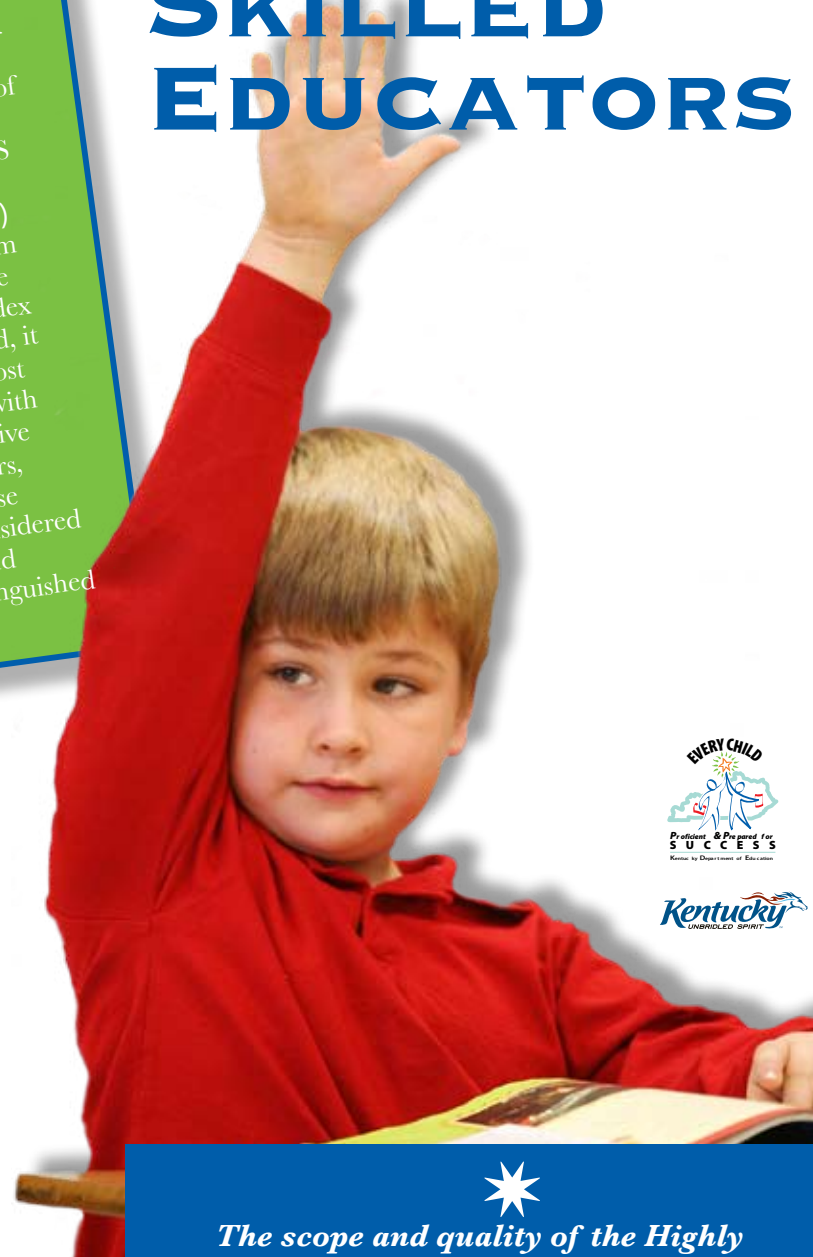
HISTORY AND STATUTORY AUTHORIZATION

In 1990, the **Kentucky Education Reform Act (KERA)** brought a transformation of education in the state. One of the provisions of the original KERA was the **Distinguished Educator (DE) Program**, codified as KRS 158.782, which was the predecessor to the current **Highly Skilled Educators (HSE) Program**. The purpose of the DE Program was twofold. First, it was initiated to provide support to schools whose accountability index declined over a two-year biennium. Second, it was designed as a means to reward our outstanding teachers and administrators with recognition for excellence, a salary incentive and an opportunity to assist other teachers, administrators and schools. Schools whose scores declined over five points were considered to be "in crisis". Schools "in decline" and schools "in crisis" were assigned a Distinguished Educator.

HOW TO APPLY?

- Go to the Kentucky Department of Education's Web Page at: <http://education.ky.gov/KDE/Administration+Resources/School+Improvement/Assistance+to+schools/Highly+Skilled+Educators/Application.htm>
- For more information contact
Connie Lester in the Office of Leadership & School Improvement at 502-564-2116 or Connie.Lester@education.ky.gov
- Applications must be postmarked by October 31st

HIGHLY SKILLED EDUCATORS



The scope and quality of the Highly Skilled Educator intervention turns what would otherwise be a punitive set of sanctions into assistance that is appreciated and has a positive impact on low-performing schools.

WHO ARE HIGHLY SKILLED EDUCATORS?

- Educators driven by a passion to improve student achievement for all students
- Teacher Leaders
- Instructional Coaches
- Curriculum Resource Teachers
- Instructional Supervisors
- District & School Administrators
- Superintendents

WHY BECOME A HIGHLY SKILLED EDUCATOR?

- Opportunity to guide low performing schools & districts to proficiency
- Opportunity to collaborate with KSBA & KSA in ASSIST Teams
- Opportunity to earn certifications in principalship, instructional supervision and superintendency
- Extensive professional development to enhance leadership and instructional skills
- 135% of current salary capped at \$100,000 for the first year

ELIGIBILITY CRITERIA

In order to be eligible to apply for a position as a Highly Skilled Educator, the following criteria must be met:

1. Kentucky certification as an educator.
2. A minimum of five years of successful experience as a teacher or educational administrator.
3. Involvement in teaching or administration within the last three years.
4. Current full-time employment with a Kentucky school district.

SELECTION PROCESS

Those who meet the eligibility criteria must submit the following by the established deadlines stated on the application in order to participate in the selection process:

- A completed application
- A resume
- Four confidential references
- Travel map

The selection process is rigorous and applicants are held to the highest standards. Candidates proceed through a series of steps that serve to continuously narrow the pool of applicants from which the next cadre will be selected. The application process covers a period of five months and consists of the following steps:

WRITTEN ASSESSMENT

Open response questions are designed by a team of KDE experts and administered to applicants then responses are double-blind scored by KDE personnel.

PERFORMANCE EVENTS

Based on the written assessment scores, candidates are selected to move to the second phase of the selection process. Selected candidates participate in a

full day assessment which includes a simulated HSE experience, delivery of a professional development session, a technology assessment and submission of a video presentation of a classroom lesson.

REFERENCE CHECKS

KDE personnel conduct in-depth reference checks for the applicants who successfully complete the performance events evaluation. Background checks by the Kentucky State Police Agency are also completed.

SITE VISITS

KDE representatives make visits to work sites of all applicants who advance from step 3. The site visit includes shadowing the applicant and interviews with applicants, colleagues, students and supervisors.

HIGHLY SKILLED EDUCATORS

are employees of their home districts while serving in the program; therefore, traditional personnel evaluations are conducted through their districts. Informal evaluations are used to assess the work of the HSEs on a continuing basis using:

- HSE monthly reports
- HSE mentor visits
- HSE cadre participation
- Development and presentation of HSEs cadre training tools resources and documents
- Anecdotal information shared by HSEs
- Feedback from HSE team leaders
- Conversations with HSEs and school/district administrators
- HSE end-of-the-year and/or exit reports
- CATS accountability reports for assisted schools
- NCLB reports for assisted schools

