The Campbell County School District is one of four school districts in the state of Kentucky and one of two school districts in Northern Kentucky to receive Kentucky’s highest assessment classification “Distinguished – Progressing” on the latest state assessment results. Additionally, Campbell County is the only county school system in the state to achieve this highest classification for state assessments.

It’s no secret that success in the classroom depends heavily on the effectiveness of the classroom teacher, and the Campbell County School District is committed to ensuring that every child receives the highest quality of instruction possible.

During the 2013-14 school year, each school in the Campbell County School District is voluntarily participating in a pilot for Kentucky’s new “Professional Growth and Effectiveness System” (PGES). Campbell County Schools embrace the motto of “An effective teacher in every classroom; an effective leader in every school” to guide our decisions in building upon the significant academic successes at both the state and national levels. At the heart of this work is an intentional focus on clear standards and expectations; reliable feedback; and providing the tools, resources and support for professional growth and continuous improvement.

As a result of this focus, the Campbell County School District continues to demonstrate it is one of the highest performing school districts in the state. From our exemplary scores to the success of our academic and athletic teams to the significant extracurricular opportunities afforded to all students, it is evident that we are doing “Whatever It Takes” to guarantee student success. In order to sustain this level of excellence, we must continue to foster great teaching and great leadership. This has led to our firm commitment to the PGES work.

State-wide implementation on the horizon

The state-wide implementation of the PGES system begins in August of 2014; however, for the past two years, Campbell County School teachers, principals, and directors have been learning about and implementing portions of this professional growth model.

Through the leadership of Dr. Shelli Wilson, Associate Superintendent of Schools, and the District’s Instructional Leadership Team led by Ms. Julie Kuhnhein and Ms. Myssi Turner, multiple measures of effectiveness were introduced and studied by teachers and school and District leaders. Many hours of intense study went into the development of a common language among staff to ensure that everyone understood what effective instruction looks, feels, and sounds like.

The common language is based on the works of Charlotte Danielson from the Framework for Teaching, which includes indicators of effective teaching in the following five domains of practice:

1. Planning and Preparation
2. Classroom Environment
3. Instruction
4. Professional Responsibility
5. Student Growth

Raising the bar

Teachers across Campbell County Schools have taken advantage of various professional growth opportunities to sharpen their skills and understandings related to the Kentucky Framework for Teaching and Learning, and in turn, have raised the bar for themselves and their students.

In order to Achieve, one must Believe, and all of our staff have embraced high expectations, rigorous instruction, and exemplary leadership. As a result, Campbell County Schools is well prepared for the 21st Century expectations.

Multiple measures for teachers

In addition to the Kentucky Framework for Teaching, Campbell County will be using multiple...
measures to assess growth. Such measures will include:

- **Observations** by trained principals to identify effective teaching and document professional practice
- **Peer observations** by trained colleagues to provide supportive and constructive feedback meant to improve practice
- **Reflection** allowing a teacher to perform critical self-examination of practice on a regular basis in order to deepen their knowledge, expand their skills and develop ways to improve practice
- **Professional growth** including teachers engaging in professional growth planning based on feedback, multiple data sources and self-reflection
- **Student growth** measuring the impact a teacher has on a student or set of students as measured by multiple data sources
- **Student voice** which allows for student perceptions of the learning environment

Exemplary teaching requires instructional techniques to engage students through discussion, collaboration, communication and questioning. Additionally, exemplary teaching requires instruction that is relevant to students. Campbell County is a leader in providing exemplary instruction as evidenced by its National Ranking and State Assessment Classification.

### Principals aspiring to new heights

Teachers aren’t the only ones in Campbell County aspiring to reach exemplary heights. All principals in the District are voluntarily piloting the Principal Professional Growth and Effectiveness System (PPGES) as part of their own commitment to further growth.

Standards for the school leaders include:

- Instructional leadership
- School climate
- Human resources management
- Organizational management
- Communication and community relations
- Professionalism
- Student growth

“I value this opportunity of continued professional growth,” stated Kim Visse, Elementary School and current NKU doctoral candidate. “Our teachers are working above and beyond to increase their professional skills, so why not us, too?”

The work with the Principal PGES includes:

- Benchmark behaviors for each of the principal performance standards
- A focus on the relationship between principal performance and improved student learning and growth
- The use of multiple data sources for documenting performance as well as student growth
- A procedure for conducting performance reviews that stresses accountability and promotes professional improvement and increases principals’ involvement in the evaluation process
- And a support system for providing assistance when needed

Principals will be measured on the following:

- Self-reflection
- Professional growth planning
- Observations
- Student growth

As Superintendent of Schools, I am proud, but not surprised, by Campbell County teachers and principals pushing themselves to increase their capacity and to enhance student learning, but the ultimate appreciation goes out to all of the students of Campbell County Schools for their desire to demonstrate to Northern Kentucky, the State of Kentucky, and to the Nation that they are the best.

"From our exemplary scores to the success of our academic and athletic teams to the significant extracurricular opportunities afforded to all students, it is evident that we are doing “Whatever It Takes” to guarantee student success."

- Superintendent Glen Miller

### Crossroads Elementary principal, Kim Visse

**Campbell County School District**

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