



BIBB COUNTY SCHOOL DISTRICT

**LKES – Leader Keys Effectiveness System  
FY21 Implementation Guide and Timeline**

**Part I: Leader Assessment on Performance Standards (LAPS) – 30%**

LAPS is a three-tiered approach which defines the expectations for leader performance consisting of 4 domains, 8 Performance Standards.

**TIMELINE**

Activity	Due Date
<b>Orientation, Evaluator Selection and Self-Assessment</b>	<b>August 28, 2020</b>
<b>PSC Professional Learning Goals or Plans</b>	<b>September 25, 2020</b>
<b>Pre-Evaluation Conference</b>	<b>September 25, 2020</b>
<b>Formative Assessment</b>	<b>January 29, 2021</b>
<b>Mid-Year Conference</b>	<b>February 12, 2021</b>
<b>Mid-Year PSC PL Goals/Plans Progress</b>	<b>February 12, 2021</b>
<b>Summative Assessment and Component Rating</b>	<b>May 7, 2021</b>
<b>End of Year PSC Requirements and PSC PL Goals/Plans Reflection</b>	<b>May 7, 2021</b>
<b>Summative Conference</b>	<b>May 14, 2021</b>

**Part II: Student Growth - 40%**

The second component of the Leader Keys Effectiveness System is Student Growth which is comprised of the school mean growth percentile derived from Georgia Milestones EOGs grades 4-8 ELA/Reading and Math, and High School EOCs ELA and Math. Students shall attend 90% of the instructional length of the course in order for the student’s data to be included in SGP.

\*GADOE has received approval from the USDOE to waive testing and accountability requirements for FY2019-2020. The Student Growth component, which would have been based on the 2019-2020 data, will not be rated in the TKES/LKES platform for FY2020-2021.

**Part III: School Climate Star Rating - 10%**

CCRPI School Climate Star Rating Survey provides school climate information to school and district leaders as a leading indicator of achievement. Points on the survey are awarded for each of the four dimensions – Attitudes of School Climate, School Level Effectiveness, School Climate, and Academic Performance. The rubric below will be used to determine the rating level for this component.

★★★ Level IV ★★	★ Level III ★★	★ Level II ★	Level I ★
The school earned 4 or 5 Stars in the CCRPI School Climate Star Rating Survey.	The school earned 3 Stars in the CCRPI School Climate Star Rating Survey.	The school earned 2 Stars in the CCRPI School Climate Star Rating Survey.	The school earned 1 Star in the CCRPI School Climate Star Rating Survey.

**Part IV: CCRPI Data, Gap Reduction, and Bet the Odds – 20%.**

Expected Level of Performance:

CCRPI	Beating the Odds	Achievement Gap Reduction
<ul style="list-style-type: none"> <li>• Score improved from previous year</li> <li><b>or</b></li> <li>• Ranked as number <u>one</u> or <u>two</u> schools based on GOSA “Schools Like Mine”</li> </ul>	<ul style="list-style-type: none"> <li>• School met the “Beating the Odds” requirements for previous year</li> </ul>	<ul style="list-style-type: none"> <li>• Achievement Gap Reduction improved from previous year</li> <li><b>or</b></li> <li>• Met expectations for Achievement Gap Reduction</li> </ul>

\* Score will be determined based on previous year’s school placement, if you were not employed at your current school.

★★★ Level IV ★★	★ Level III ★★	★ Level II ★	Level I ★
Met expected level of performance in CCRPI, Beating the Odds, and Achievement Gap Reduction	Met expected level of performance in 2 areas of CCRPI, Beating the Odds, and Achievement Gap Reduction.	Met expected level of performance in either CCRPI, Beating the Odds, or Achievement Gap Reduction	Did not meet expected level of performance in CCRPI, Beating the Odds, or Achievement Gap Reduction