

**OFFICE OF CHIEF ACCOUNTABILITY OFFICER**  
**Summary of the State Board of Education Agenda Item**  
**Consent Agenda**  
**February 21, 2019**

**OFFICE OF ACCREDITATION**  
**OFFICE OF TEACHING AND LEADING**

- H. Approval to revise Process Standard 3: Personnel Appraisal System of the Mississippi Public School Accountability Standards, 2018  
(Has cleared the Administrative Procedures Act process without public comments)

Background Information: On Thursday, December 6, 2018, The Commission on School Accreditation (CSA) met and approved the proposed revisions from the Division of Educator Talent Acquisition & Effectiveness to Process Standard 3 of the *Mississippi Public School Accountability Standards, 2018*.

The proposed revisions will align the process standards with the most current requirements of the Personnel Appraisal System.

Additionally, the revisions will add a sanction for school districts failing to adhere to the reporting guidelines of the Educator and Administrator Professional Appraisal System.

The public comment period was open through 5:00 p.m. on January 31, 2019 and no public comments were received.

Recommendation: Approval

Back-up material attached

*Mississippi Public Schools Accountability Standards, 2018*

3. The school district implements an annual, formal personnel appraisal system for licensed staff that includes assessment of employee on-the-job performance. (Miss. Code Ann. § 37-3-46(b))

3.1 Superintendent Evaluation using the assessment benchmarks established by the Mississippi School Boards Association (MSBA) and consistent with assessment components defined in Miss. Code Ann. § 37-7-301.

3.2 Principal and Assistant Principal Effectiveness using the Professional Growth System (PGS) for Administrators.

3.3 Teacher Effectiveness using the Professional Growth System (PGS) for Teachers.

3.4 Counselor Effectiveness using the Professional Growth System (PGS) for Counselors.

3.5 Annual employee performance data shall be submitted to the MDE following the guidelines in the MDE Educator and Administrator Professional Growth System Guidelines. Districts shall adhere to revision dates as determined by the MDE and implement only the current version.

3.6 Administrators who rate school-level administrators, counselors, librarians, and teachers, and teacher-observers shall complete an MDE-approved Professional Growth System (PGS) training.

3.7 Other, non-licensed, district staff evaluations as determined by local school board policy.

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