Pennsylvania  
Department of Education  
Teacher and Principal Evaluation Information  
Individual LEA Data  
For the 2009-10 Rating Period

LEA Name: Dauphin County Technical School
AUN Number: 115221607
Address: 6001 Locust Lane Harrisburg, PA 17109-5631
Name Superintendent or Chief School Administrator: Dr. Kevin Lacey
For Information Contact: Priscilla Rodriguez
Email: prodriguez@dcts.org
Phone: (717) 652-3170

GENERAL INFORMATION

Describe the LEA’s system used to evaluate the performance of your teachers:

Our Dauphin County Technical School teacher observation report includes the following 6 areas; planning, assessment, classroom management physical, classroom management human, instruction, professional communications. Our form was developed using the Charlotte Danielson model; the Framework for Teaching. Teachers are evaluated by the following administrators: Director, Assistant Director, Principal, Assistant Principals and Special Education Supervisor. New teachers are evaluated twice per year and experienced teachers are evaluated annually. Training is intermittent for evaluators. Decisions concerning teacher improvement and status of employment are discussed at administrative team meetings. Our teacher evaluation system includes 3 steps; a pre-observation conference, observation, post-observation conference.

Does the LEA use the results of the teacher evaluation system described above in decisions regarding:
a. Teacher Development? Yes
   We identify teacher weaknesses and needs which is used to inform our professional development.

b. Teacher Compensation? No

c. Teacher Promotions? No

d. Teacher Retention and Removal? Yes

   Teachers with an unsatisfactory evaluation are placed on focus assistance. Teachers that fail to improve and receive a second consecutive unsatisfactory evaluation, termination is considered.

Does the LEA teacher evaluation system described above include the following as evaluation criterion:

   a. Student Achievement Outcomes? No

   b. Student Growth Data? No

How often does the LEA formally evaluate:

   a. New Teachers (Less than 3 Years)? Twice a year

   b. Experienced Teachers (More than 3 Years)? Annually

Does the LEA use weighting formula(e) and/or rubric(s) to guide teacher evaluators?

   a. Yes or No? If Yes, describe background and process. No

Does the LEA publicly report teacher evaluation data by school?

   a. Yes or No? (Web link provided if applicable.) No

LEA Teacher Evaluations Summary:

   Number Rated 90
   Number Not Rated
   Total Number Employed 90

LEA Teacher Evaluations Detail:

   Standard Evaluation System:
<table>
<thead>
<tr>
<th>Building</th>
<th>Total Employed</th>
<th>Not Rated</th>
<th>Satisfactory</th>
<th>Unsatisfactory</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>(Denominator)</td>
<td>(Numerator)</td>
<td>(Numerator)</td>
<td>(Numerator)</td>
</tr>
<tr>
<td>Dauphin County Technical School</td>
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<td>0</td>
<td>90</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td></td>
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<td>100%</td>
<td>0%</td>
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<tr>
<td>Totals</td>
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<td></td>
<td></td>
<td></td>
<td>100%</td>
<td>0%</td>
</tr>
</tbody>
</table>

Note: - All Building percentages are the result of dividing the number of ratings at each level (Numerator) by the building total (Denominator).
- All Total percentages are the result of dividing the total number of ratings at each level (Numerator) by the overall total (Denominator).
*In order to ensure that individual ratings can not be deduced, we have not reported any Teacher or Principal information if building level or LEA level data is less than or equal to 5

Describe the LEA’s system used to evaluate the performance of your Principals:
The Principal evaluation is based on Leadership and 360 models. The rubric is based on Points of Leadership; Listen/Communicate, Expertise, Attitude, Dedication, Enthusiasm, Reliability, Supervision, Honesty, Innovation/creativity, Planning/organization. It is weighted as follows: Meritorious, Exceeds Expectations, Meets Expectations, Needs Improvement, Unsatisfactory. The Principal is evaluated by the Director and the Assistant Principals are evaluated by the Principal annually. Upon identifying the needs of the Principals, appropriate workshops, conferences and trainings may be recommended. The evaluation is comprised of a self-evaluation, administrative evaluation and a post-conference.

Does the LEA use the results of the principal evaluation system described above in decisions regarding:
a. Principal Development? Yes
   Upon identifying the needs of the Assistant Principals the Principal may recommend appropriate conferences, workshops and training.
b. Principal Compensation? Yes
   Based on the tabulated results from the evaluation rubric each Administrator who scores Commendable or is Meritorious receives a merit increase above the agreed upon percentage. Administrators who need improvement on the administrative rating receive 0% of the teacher increase. Administrator who is Satisfactory, Commendable or is Meritorious will receive the yearly teacher increase as agreed upon in the collective bargaining agreement.
c. Principal Promotions? No
d. Principal Retention and Removal? Yes
   Principals who receive a Needs Improvement rating is placed on an improvement plan. Principals receiving two consecutive Needs Improvement ratings may be terminated.

Does the LEA principal evaluation system described above include the following as evaluation criterion:
a. Student Achievement Outcomes? No
b. Student Growth Data? No
How often does the LEA formally evaluate:

a. New Principals (Less than 3 Years)? Annually
b. Experienced Principals (More than 3 Years)? Annually

Does the LEA use weighting formula(e) and/or rubric(s) to guide principal evaluators?

a. Yes or No? If Yes, describe background and process. Yes
   The rubric/weighting formula was based on self analysis and 360 degree evaluation tool is used to evaluate administrators with input from various sources for a well rounded evaluation.

Does the LEA publicly report principal evaluation data by school?

a. Yes or No? (Web link provided if applicable.) No

LEA Principal Evaluations Summary:

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<tr>
<th>Rating System</th>
<th>Standard</th>
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<tbody>
<tr>
<td>Number Rated</td>
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<tr>
<td>Number Not Rated</td>
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<tr>
<td>Total Number Employed</td>
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### LEA Principal Evaluation Detail:

<table>
<thead>
<tr>
<th>Rating / Title</th>
<th>Total Employed (Denominator)</th>
<th>Not Rated (Numerator) %</th>
<th>Level 1 (Numerator) %</th>
<th>Level 2 (Numerator) %</th>
<th>Level 3 (Numerator) %</th>
<th>Level 4 (Numerator) %</th>
<th>Level 5 (Numerator) %</th>
<th>Level 6 (Numerator) %</th>
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<td></td>
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<tr>
<td>Unsatisfactory / Satisfactory</td>
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<td>Totals</td>
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</table>

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