

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

GENERAL INFORMATION

LEA Name:

Erie County Technical School

AUN Number:

105252807

Address:

8500 Oliver Road Erie, PA 16509-4699

Name Superintendent or Chief School Administrator:

Aldo R. Jackson, Ph.D., Director

For Information Contact:

Aldo Jackson

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814.464.8661

TEACHER INFORMATION

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

The Erie County Technical School uses a PDE-approved alternative assessment instrument for teachers. The alternative assessment was developed to reflect the unique instructional methods and environment of a career and technical education setting. In use since 2005, the instrument is based on four domains—Planning/Preparation; Classroom Environment; Instructional Delivery; and, Professionalism. Each of the four domains has sub-categories (e.g. integration of academics, integration of technology, interaction with students, teamwork, technical expertise). Each sub-category contains a number of competencies. The assessment process incorporates a self-assessment by the teacher for each competency. The teacher assesses whether they achieved or did not achieve the competency. The principal (or other evaluator) then reviews the self-assessment and designates whether he/she agrees with the teacher's self-assessment. Depending on the number of achieved items identified in the assessment, each domain is then rated as satisfactory or unsatisfactory by the principal. Results of the assessment process influence professional development on a campus-wide, as well as on an individual basis. Faculty members are also required to compile a professional assessment portfolio in which they provide evidence they have achieved specific competencies. The assessment portfolios are reviewed by the principal/evaluator.

Does the LEA use the results of the teacher evaluation system described above in decisions regarding:

a. Teacher Development? Yes

All evaluation categories are compiled into a campus-wide summary. The professional development committee conducts a review of current year, low-rated categories for possible professional development topics. A longitudinal review is also conducted to look for growth or decline in categories and a corresponding need for professional development.

b. Teacher Compensation? No

NA

c. Teacher Promotions? No

NA

d. Teacher Retention and Removal? Yes

Evaluations are used for continuing employment decisions relative to school code guidance.

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

a. Student Achievement Outcomes? No

b. Student Growth Data? No

NA

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

NA

Does the LEA publicly report teacher evaluation data by school?

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

NA

LEA Teacher Evaluations Summary:

Number Rated 27

Number Not Rated

Total Number Employed

27

LEA Teacher Evaluations Detail:

Alternate Approved Evaluation System:

| | Total Employed | Not Rated | Level 1 | Level 2 | Level 3 | Level 4 | Level 5 | Level 6 |
|------------------------------|----------------|---------------|----------------|---------------|---------------|---------------|---------------|-----------------|
| | (Denominator) | (Numerator) % | (Numerator) % | (Numerator) % | (Numerator) % | (Numerator) % | (Numerator) % | (Numerator) % |
| RatingTitle | | | Not Achieved | NA | NA | NA | NA | Achieved |
| Unsatisfactory/Satisfactory | | | Unsatisfactory | | | | | Satisfactory |
| Erie County Technical School | 27 | 0 0% | 0 0% | 0 0% | 0 0% | 0 0% | 0 0% | 27 100 % |
| Totals | 27 | 0 0% | 0 0% | 0 0% | 0 0% | 0 0% | 0 0% | 27 100 % |

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**

PRINCIPAL INFORMATION

Describe the LEA's system used to evaluate the performance of your Principals:

The Erie County Technical School uses an alternative assessment instrument for its principal. The assessment was developed as part of an Act 93 compensation plan and is derived from the principal's job description. The assessment has eight categories—Curriculum, Leadership, Personnel Management, Fiscal Management, Extracurricular Activities, Communication, Efficiency and Team Dynamics. Each of the categories is weighted at .1 except Team Dynamics which is weighted at .3. Each competency within each of the categories can be rated up to five points. The assessment process incorporates a self-assessment by the principal for each competency. The director also completes an assessment and results of each assessment are reviewed in a conference. Results from the assessment influence professional development and compensation.

Does the LEA use the results of the principal evaluation system described above in decisions regarding:

a. Principal Development? Yes

Assessment results are used to identify potential professional development topics.

bPrincipal Compensation? Yes

An Act 93 rating scale determines the salary increase and merit pay based on the performance assessment.

c. Principal Promotions? NA

NA

d. Principal Retention and Removal? Yes

On an individual basis, the performance evaluation can be used in determining the continuing employment of the principal.

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

a. Student Achievement Outcomes? No

b. Student Growth Data? No

NA

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 principal's evaluation instrument has eight categories. Each category except Team Dynamics carries a weight of .1. Team Dynamics carries a weight of .3. The instrument is derived from the job description.

Does the LEA publicly report principal evaluation data by school?

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

NA

LEA Principal Evaluations Summary:

| Rating System | Standard |
|-----------------------|---------------|
| Number Rated | 1 |
| Number Not Rated | <hr/> |
| Total Number Employed | <hr/> <hr/> 1 |

LEA Principal Evaluation Detail:

| | Total Employed | Not Rated | Level 1 | Level 2 | Level 3 | Level 4 | Level 5 | Level 6 |
|-----------------------------|-----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| | (Denominator) | (Numerator) % |
| RatingTitle | | | Unsatisfactory | Needs Improvement | Satisfactory | Good | Very Good | Outstanding |
| Unsatisfactory/Satisfactory | | | Unsatisfactory | UNSATISFACTORY | Satisfactory | Satisfactory | Satisfactory | Satisfactory |
| Totals | * | * % | * % | * % | * % | * % | * % | * % |

Note: - 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**