

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

GENERAL INFORMATION

LEA Name:

Christopher Columbus CS

AUN Number:

126513160

Address:

916 Christian St North Bldg Philadelphia, PA 19147

Name Superintendent or Chief School Administrator:

Ms. Rosemary E. Dougherty

For Information Contact:

Ms. Rosemary E. Dougherty

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TEACHER INFORMATION

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

Teachers at Christopher Columbus Charter School receive an annual summative performance evaluation at the end of the school year. The criteria for evaluation is clearly explained at the beginning of the year. At this time, teachers meet with administrators to set goals for the school year. The teachers set personal, professional goals and academic goals with strategies for achieving those goals for their students. The Christopher Columbus Charter School Teacher Evaluation contains six sections. These areas are: School Spirit Relationships, Teaching Techniques, Effective Planning, Pupil-Teacher Relationships, Classroom Environment, and Personal Attributes. In recent years, teachers completed a reflective self-evaluation based upon these topics. Administrators commented on reflections. Each evaluation provides commendations and recommendations for each teacher. Teachers meet with administrators to discuss the summative evaluation and to determine if goals have been met. In addition to an annual summative evaluation, teachers are given quarterly formative observations by the administration. The purpose of these observations is to offer suggestions for effective teaching techniques, and other improvement where needed. The formative observation objectives are aligned with the formal, summative evaluation. This provides teachers with a clear picture of individual strengths and weaknesses with regard to evaluation criteria. The administration is responsible for teacher and staff evaluation. The Principal/CEO and the Vice Principals provide quarterly formative observations and an annual summative evaluation. All evaluators are PA certified administrators. Evaluators have had extensive coursework in supervision and evaluation, and in the area of effective techniques for differentiating instruction. All evaluators continuously explore professional journals, texts, and visual aides to learn more effective techniques for providing formative support to teachers. In addition, all evaluators have met ACT 45 continuing education requirements.

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

a. Teacher Development? Yes

According to discussions within the administrative team and with individual teachers, the topics for the subsequent year's professional development are chosen. In addition, topics are requested by teachers within the framework of their self-reflective evaluation packets.

b. Teacher Compensation? No

NA

c. Teacher Promotions? Yes

Yes, if applicable. If positions become available for teacher advancement, the results of prior evaluations would play an integral part in the decision-making process.

d. Teacher Retention and Removal? Yes

If a teacher is not performing satisfactorily, even after formative observations, evaluation, professional development, mentoring, and use of intervention techniques have been employed over a period of time, the teacher's contract may not be renewed. If a teacher's evaluation indicates satisfactory or better than satisfactory performance, that teacher may be requested to serve in unit leadership positions.

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)? Annually

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

NA

LEA Teacher Evaluations Summary:

Number Rated	52
Number Not Rated	
Total Number Employed	52

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			Needs Improvement					
Unsatisfactory/Satisfactory			Unsatisfactory	Satisfactory				Satisfactory
Christopher Columbus CS	52	0 0%	0 0%	52 100%	0 0%	0 0%	0 0%	0 0%
Totals	52	0 0%	0 0%	52 100%	0 0%	0 0%	0 0%	0 0%

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 Administrative Team of Christopher Columbus Charter School meets weekly for an in-depth discussion of the ongoing processes involved in the daily leadership and management of the school. During these discussions, guided by our CEO/Principal, topics of evaluation, observation, student achievement and development, school community relationships, as well as relationships with the community at large are considered. The team members offer suggestions with regard to these and other topics and guide the team as a whole in the direction specified in our charter agreement. In addition, the CEO/Principal meets with Board Chair on an individual basis, as well as with the Board as a whole with regard to the aforementioned topics. It is at this time, that the work of the administrative team is reviewed and evaluated.

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

- a. Principal Development? NA
- bPrincipal Compensation? NA
"NA"
- c. Principal Promotions? NA
"NA"
- d. Principal Retention and Removal? NA
"NA"

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

- a. Student Achievement Outcomes? NA
- b. Student Growth Data? NA

How often does the LEA formally evaluate:

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

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. No
"NA"

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 _____ No

Number Rated _____

Number Not Rated _____

Total Number Employed

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LEA Principal Evaluation Detail:

	Total Employed	Not Rated	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
	(Denominator)	(Numerator) %						
RatingTitle								
Unsatisfactory/Satisfactory			Unsatisfactory					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