

Pennsylvania
Department of Education
Teacher and Principal Evaluation Information
Individual LEA Data
For the 2010-11 Rating Period

GENERAL INFORMATION

LEA Name:

Chester Community CS

AUN Number:

125232950

Address:

302 East 5th St Chester, PA 19013

Name Superintendent or Chief School Administrator:

David Clark

For Information Contact:

David Clark

Email:

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Phone:

610-447-0400

TEACHER INFORMATION

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

Principal evaluations are used to inform professional development programs and initiatives. CCCS uses PDE forms 426 and 428 to evaluate its teachers. The PDE forms are based on the Charlotte Danielson's Framework for Effective Teaching. This researched-based model identifies a comprehensive set of responsibilities/qualities connected to effective teaching and increased student learning. Principals conduct evaluations during annual observations of Instructional II teachers and semi-annual observations of Instructional I teachers. Teachers who are identified as needing improvement are observed monthly with intense coaching between observations. Grade Directors, who are exemplary experienced teachers, also provide ongoing support and services to teachers. The school contracts with a part-time teacher/consultant whose sole responsibility is to work directly with new teachers through its mentoring program. The teacher/consultant also provides intense support to any teacher whose ratings are low as a result of principal evaluations and observations.

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

a. Teacher Development? Yes

Results of teacher evaluations are used to prepare professional development opportunities for teachers. The review of these evaluations also assists in determining staff development programs for other staff, such as counselors, instructional aides and tutors.

b. Teacher Compensation? Yes

Evaluations inform teacher compensation that result in various percentage raises. The teacher evaluation is one of several tools the school uses to determine pay increases.

c. Teacher Promotions? Yes

Teachers are promoted or advanced to positions of leadership when performance evaluations demonstrate mastery level teaching. These non-teaching mentoring/coaching positions are specifically tailored to support classroom teachers and plan curriculum initiatives.

d. Teacher Retention and Removal? Yes

Teacher evaluations are used to determine continued employment. Teachers must perform at a satisfactory level.

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)? More than twice a year

b. Experienced Teachers (More than 3 Years)? Twice a year

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

N/A

LEA Teacher Evaluations Summary:

| | |
|-----------------------|-----------------|
| Number Rated | 166 |
| Number Not Rated | 0 |
| Total Number Employed | <hr/> 166 <hr/> |

LEA Teacher Evaluations Detail:

| | Total Employed | Not Rated | Level 1 | Level 2 | Level 3 | Level 4 | Level 5 | Level 6 |
|-----------------------------|----------------|---------------|----------------|---------------|---------------|---------------|---------------|------------------|
| | (Denominator) | (Numerator) % | (Numerator) % | (Numerator) % | (Numerator) % | (Numerator) % | (Numerator) % | (Numerator) % |
| Unsatisfactory/Satisfactory | | | Unsatisfactory | | | | | Satisfactory |
| Chester Community CS | 166 | 0 0% | 2 1.2% | 0 0% | 0 0% | 0 0% | 0 0% | 164 98.8% |
| Totals | 166 | 0 0% | 2 1.2% | 0 0% | 0 0% | 0 0% | 0 0% | 164 98.8% |

Note: - All Building percentages are the result of dividing the number of ratings at each level (Numberator) by the building total (Denominator)

- All Total percentages are the result of dividing the total number of ratings at each level (Numberator) 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:

Principals are formally evaluated annually by the CEO or Deputy Superintendent. Evaluations include formal and informal observations of work samples, documentation of completed teacher evaluations in a timely manner, and the attainment of individual building goals. These evaluations are conducted to provide continuous, constructive improvement of skills that enhance student learning and growth. The process highlights what is being done well; it also provides the opportunity to identify strengths and note areas of concerns. The evaluation process also provides a benchmark for which future performance can be measured. Principals are evaluated using a narrative summary involving eight (8) indicators that are either exceeding, meeting or below the school's standards. These goals/rubrics include the following: • Mission/Objective (This criterion focuses on the administrator's role in setting the direction and tone for the school)• Instructional/ School Programs(This criterion focuses on the development, implementation and evaluation of staff and programs)• Student Performance and Behavior (This criterion focuses on the administrator's role in setting and promoting positive expectations for student achievement and behavior. • Supervision (This criterion focuses on the administrator's role in monitoring, assessing, and helping to improve the performance of staff assigned to his/her school.)• Building Management (This criterion focuses on the administrator's managerial role)• Problem Solving/Decision (This criterion focuses on the administrator's ability to reach, communicate and implement logical conclusions and quality decisions. • Interpersonal Relations (This criterion focuses on the administrator's ability to recognize and deal with the needs, concerns and problems of others.)• School/Community Relations (This criterion focuses on the administrator's role in creating positive relationships among the school, students, parents, and community.)These goals/rubrics provide concrete descriptions of performance at five different levels: "exemplary," "exceeds expectations," "meets expectations," "does not meet expectations" and "significant deficiencies." Principals are also given the opportunity to conduct self-evaluations where they may comment on each performance objective and rate their performance with the same evaluative tool used by the CEO. Evaluations are narrative and include opportunities for conferencing and feedback from the principal. New principals are observed and informally evaluated more frequently.

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

a. Principal Development? Yes

Principal evaluations are used to inform professional development programs and initiatives.

b. Principal Compensation? Yes

Evaluations inform principal compensations that result in various percentage raises. The principal evaluation is one of several tools the school used to determine pay increases.

c. Principal Promotions? Yes

As higher level administrative positions become available, principals who have been highly rated and have demonstrated the necessary knowledge, skills and expertise are recommended for advancement.

d. Principal Retention and Removal? Yes

Principals receiving an ineffective rating will receive intensive professional development and be placed on an improvement plan. If the principal does not improve performance as outlined in the improvement plan, he /she will be dismissed.

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

a. Student Achievement Outcomes? Yes

b. Student Growth Data? Yes

Throughout the year, the school measures student achievement by comparing various assessment scores of students in a principal's building (benchmark assessments, behavior assessments, etc.). These assessments contribute to the principal's evaluation.

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 process encompasses the principles from the Charlotte Danielson's Framework for Professional Practices. The evaluation model has five components, which are as follows: Vision of Learning School Culture Management of learning environments Professional responsibilities Student Improvement This formal evaluation model measures the principal's expertise within the five components. They can receive a rating of satisfactory or unsatisfactory within each component. The principals are formally evaluated on an annual basis.

Does the LEA publicly report principal evaluation data by school?

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

Does your LEA have at least one Principal position? Yes

Does your LEA have at Standardized Principal Evaluation System? Yes

LEA Principal Evaluations Summary:

| | |
|-----------------------|----------|
| Number Rated | 7 |
| Number Not Rated | <u>0</u> |
| Total Number Employed | 7 |

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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) % |
| Unsatisfactory/Satisfactory | | | Unsatisfactory | | | | | Satisfactory |
| Totals | 7 | 0 0% | 1 14.3% | 0 0% | 0 0% | 0 0% | 0 0% | 6 85.7% |

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