

Pennsylvania
Department of Education
Teacher and Principal Evaluation Information
Individual LEA Data
For the 2011-12 Rating Period

GENERAL INFORMATION

LEA Name:

Charter High School for Architecture and Design

AUN Number:

126513190

Address:

105 S. 7th St, 5th Floor Philadelphia, PA, 19106

Name Superintendent or Chief School Administrator:

Dr. Peter Kountz

For Information Contact:

Mrs. Phyllis Santiago

Email:

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Phone:

215-351-2900

TEACHER INFORMATION

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

Teacher evaluations occur on a yearly basis using the Danielson Framework. The principal conducts 2-3 informal observations and provides feedback to teachers prior to the formal evaluation. The Danielson Framework for Teaching begins with a self-assessment using the four domains. This self-assessment informs the creation of the Individual Professional Development Plan (PDP). The teacher collects artifacts in domains 1, Planning and Preparation, and 4, Professional Responsibilities, in order to show growth in the components. For formal evaluations including Domains 2, Classroom Environment, and 3, Instruction, the teacher engages in a pre-conference with the administrator, the administrator observes a full class, and then the teacher and administrator engages in a post-conference. During this pre-conference, the administrator and teacher discuss what components will be observed. The administrator then conducts the observation in order to assess the components. The teacher and administrator then engage in a post-conference where both teacher and observer review and reflect upon evidences gathered during the observation. Following the teacher's observations, the principal uses the data gathered to inform the final evaluation of instructional practices.

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

- a. Teacher Development? Yes
- b. Teacher Compensation? No
- c. Teacher Promotions? No
- d. Teacher Retention and Removal? Yes

Each teacher completes the Danielson self-assessment and is required to develop an individual professional development plan based on their professional needs.

Teachers are offered yearly contracts at CHAD. Teachers who have had unsatisfactory evaluations and who do not make improvements with mentoring or coaching may not be offered a contract.

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)? 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. Yes

Danielson's Framework for Teaching

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	32
Number Not Rated	5
Total Number Employed	<u>37</u>

LEA Teacher Evaluations Detail:

	Total Employed	Not Rated	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
	(Denominator)	(Numerator) %						
Unsatisfactory/Satisfactory			Unsatisfactory	Satisfactory			Satisfactory	Satisfactory
Charter High School for Archite	37	5 13.5 %	0 0 %	1 2.7 %	0 0 %	0 0 %	31 83.8 %	0 0 %
Totals	37	5 13.5 %	0 0 %	1 2.7 %	0 0 %	0 0 %	31 83.8 %	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 process of evaluating the principal is a very important tool in the entire improvement effort of the school system. It defines expectations, enhances communication, prioritizes school-wide goals and encourages the Head of School to focus attention on the principal's role in improving achievement for all students. The principal evaluation system is objective and is designed to focus on performance rather than process. It is a collaborative system intended to create a cooperative climate between the evaluator, Head of School, and the principal. In conferences at the beginning of the principal evaluation period, the evaluator and the evaluate discuss areas of key job responsibilities, benchmarks, and goals. This is meant to create challenging and quality standards that are developed and understood by each party.

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

a. Principal Development? Yes

The principal participates in PIL related professional development based on needs assessment.

b. Principal Compensation? No

c. Principal Promotions? No

d. Principal Retention and Removal? Yes

Contracts are renewed annually based on performance evaluations.

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. No

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	1
Number Not Rated	<u>1</u>
Total Number Employed	<u><u>2</u></u>

LEA Principal Evaluation 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	NA			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