Name of LEQ or Charter School: Dauphin County Technical School
AUN Number: 115221607
Address of LEA or Charter School: 6001 Locust Lane Harrisburg, PA 17109
Name Superintendent or Chief School Administrator: Dr. Peggy Grimm
For Information Contact: Dr. Jon Fox
Email: jfox@dcts.org
Phone: 717-652-3170 - 7424

If the LEA does not use their teacher evaluation system as a basis for the following, their decision criteria is provided:

a. Professional Development?
b. Teacher Compensation?
c. Teacher Advancement/Promotions?
Teachers who receive unsatisfactory ratings are placed on an improvement plan. If a teacher has a second consecutive unsatisfactory rating a dismissal process can begin.

d. Teacher Retention and Removal?

Teachers who receive unsatisfactory ratings are placed on an improvement plan. If a teacher has a second consecutive unsatisfactory rating a dismissal process can begin.

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

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

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**Does the LEA teacher evaluation system described above include the following as evaluation criterion: (Charter Schools Only)**

a. Student Achievement Outcomes?

b. Student Growth Data?

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**How often does the LEA formally evaluate:**

a. Temporary Professionals (Less than 3 Years)? Twice a year

b. Professionals (More than 3 Years)? Annually

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**LEA Teacher Evaluations Summary:**

| Number Rated | 95 |
| Number Not Rated | 0 |

Total Number Employed 95

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**LEA Teacher Evaluations Detail:**

<table>
<thead>
<tr>
<th>Total Employed</th>
<th>Not Rated</th>
<th>Level 1</th>
<th>Level 2</th>
<th>Level 3</th>
<th>Level 4</th>
<th>Unsatisfactory</th>
<th>Satisfactory</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Denominator)</td>
<td>(Numerator) %</td>
<td>(Numerator) %</td>
<td>(Numerator) %</td>
<td>(Numerator) %</td>
<td>(Numerator) %</td>
<td>(Numerator) %</td>
<td>(Numerator) %</td>
</tr>
<tr>
<td>Dauphin County Technical Sch</td>
<td>95</td>
<td>0 0%</td>
<td>0 0%</td>
<td>4 4.2%</td>
<td>89 93.7%</td>
<td>2 2.1%</td>
<td>0 0%</td>
</tr>
<tr>
<td>-----------------------------</td>
<td>----</td>
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<td>------</td>
<td>--------</td>
<td>----------</td>
<td>--------</td>
<td>------</td>
</tr>
<tr>
<td><strong>Totals</strong></td>
<td>95</td>
<td>0 0%</td>
<td>0 0%</td>
<td>4 4.2%</td>
<td>89 93.7%</td>
<td>2 2.1%</td>
<td>0 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

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**Principal Information**

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 Assistant 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.

If the LEA does not use their principal evaluation system as a basis for the following, their decision criteria is provided:

a. Principal Development?

b. Principal Compensation?

c. Principal Promotions?

- 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 Assistant 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.

d. Principal Retention and Removal?

- 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 Assistant 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 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 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 Assistant 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 your LEA have at least one Principal position?**  Yes

**Does your LEA have at Standarized Principal Evaluation System?**  Yes

**LEA Principal Evaluations Summary:**

<table>
<thead>
<tr>
<th></th>
<th>Number Rated</th>
<th>Number Not Rated</th>
</tr>
</thead>
<tbody>
<tr>
<td>LEA Principal</td>
<td>3</td>
<td>0</td>
</tr>
<tr>
<td>Evaluations</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Number</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>Employed</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**LEA Principal Evaluation Detail:**

<table>
<thead>
<tr>
<th>Level 1</th>
<th>Level 2</th>
<th>Level 3</th>
<th>Level 4</th>
<th>Level 5</th>
<th>Level 6</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unsatisfactory/Satisfactory</td>
<td>Unsatisfactory</td>
<td>Satisfactory</td>
<td>Satisfactory</td>
<td>Satisfactory</td>
<td></td>
</tr>
<tr>
<td>Totals</td>
<td>*</td>
<td>* %</td>
<td>*</td>
<td>* %</td>
<td>*</td>
</tr>
</tbody>
</table>

**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*