

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

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GENERAL INFORMATION

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**LEA Name:**

Dauphin County Technical School

**AUN Number:**

115221607

**Address:**

6001 Locust Lane Harrisburg, PA 17109-5631

**Name Superintendent or Chief School Administrator:**

Dr. Kevin Lacey

**For Information Contact:**

Priscilla Rodriguez

**Email:**

prodriguez@dcts.org

**Phone:**

(717) 652-3170

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TEACHER INFORMATION

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

Our Dauphin County Technical School teacher observation report includes the following 6 areas; planning, assessment, classroom management physical, classroom management human, instruction, professional communications. Our form was developed using the Charlotte Danielson model; the Framework for Teaching. Teachers are evaluated by the following administrators: Director, Assistant Director, Principal, Assistant Principals and Special Education Supervisor. New teachers are evaluated twice per year and experienced teachers are evaluated annually. Training is intermittent for evaluators. Decisions concerning teacher improvement and status of employment are discussed at administrative team meetings. Our teacher evaluation system includes 3 steps; a pre-observation conference, observation, post-observation conference.

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

a. Teacher Development? Yes

We identify teacher weaknesses and needs which is used to inform our professional development.

b. Teacher Compensation? No

c. Teacher Promotions? No

d. Teacher Retention and Removal? Yes

Teachers with an unsatisfactory evaluation are placed on focus assistance. Teachers that fail to improve and receive a second consecutive unsatisfactory evaluation, termination is considered.

**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)? 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

**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 90

Number Not Rated

Total Number Employed 90

**LEA Teacher Evaluations Detail:**

**Standard Evaluation System:**

Building	Total Employed	Not Rated		Satisfactory		Unsatisfactory	
	(Denominator)	(Numerator)	%	(Numerator)	%	(Numerator)	%
Dauphin County Technical School	90	0	0 %	90	100 %	0	0 %
<b>Totals</b>	<b>90</b>	<b>0</b>	<b>0 %</b>	<b>90</b>	<b>100 %</b>	<b>0</b>	<b>0 %</b>

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

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### 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; Meritoriuos, Exceeds Expectations, Meets Expectations, Needs Improvement, Unsatisfactory. The Principal is evaluated by the 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 use the results of the principal evaluation system described above in decisions regarding:

a. Principal Development? Yes

Upon identifying the needs of the Assistant Principals the Principal may recommend appropriate conferences, workshops and training.

bPrincipal Compensation? Yes

Based on the tabulated results from the evaluation rubric each Administrator who scores Commendable or is Meritorious receives a merit increase above the agreed upon percentage. Administrators who need improvement on the administrative rating receive 0% of the teacher increase. Administrator who is Satisfactory, Commendable or is Meritorious will receive the yearly teacher increase as agreed upon in the collective bargaining agreement.

c. Principal Promotions? No

d. Principal Retention and Removal? Yes

Principals who receive a Needs Improvement rating is placed on an improvement plan. Principals receiving two consecutive Needs Improvement ratings may be terminated.

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

a. Student Achievement Outcomes? No

b. Student Growth Data? No



**LEA Principal Evaluation Detail:**

	<b>Total Employed</b>	<b>Not Rated</b>	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>	<b>Level 4</b>	<b>Level 5</b>	<b>Level 6</b>
	<b>(Denominator)</b>	<b>(Numerator) %</b>						
RatingTitle			Needs Improvement	Satisfactory	Commendable	Meritorious		
Unsatisfactory/Satisfactory			Unsatisfactory	Satisfactory	Satisfactory	Satisfactory		Satisfactory
<b>Totals</b>	*	* %	* %	* %	* %	* %	* %	* %

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