TEACHER INFORMATION

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

The DCTS has adopted the research based approach from the work of Charlotte Danielson in her book, Enhancing Professional Practice: A Framework for Teaching (1996). In her work she outlines a framework for teaching in four categories: Planning and Preparation, Classroom Environment, Instruction, and Professional Responsibilities. The focused supervision model is primarily used and is the process of supervision and evaluation that allows staff and administration numerous opportunities for consultation and support regarding the skills described in the evaluation process. There are four components to this process: Action Planning, Improvement Planning, Observations, and Supervision. Principals will evaluate non-tenured teachers twice a year and tenured teachers once a year.

Does the LEA use the results of the teacher evaluation system described above in decisions regarding:
a. Teacher Development? Yes
   If a teacher requires an improvement plan based on an unsatisfactory evaluation the evaluation would drive the professional development plan for the teacher.

b. Teacher Compensation? No
   NA

c. Teacher Promotions?

d. Teacher Retention and Removal? No

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)? 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
   NA

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:

<table>
<thead>
<tr>
<th>Description</th>
<th>Quantity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number Rated</td>
<td>48</td>
</tr>
<tr>
<td>Number Not Rated</td>
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<tr>
<td>Total Number Employed</td>
<td>48</td>
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### LEA Teacher Evaluations Detail:

**Standard Evaluation System:**

<table>
<thead>
<tr>
<th>Building</th>
<th>Total Employed (Numerator)</th>
<th>Total Employed (Denominator)</th>
<th>Not Rated (Numerator)</th>
<th>Not Rated (%)</th>
<th>Satisfactory (Numerator)</th>
<th>Satisfactory (%)</th>
<th>Unsatisfactory (Numerator)</th>
<th>Unsatisfactory (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Delaware County Technical High Sc</td>
<td>48</td>
<td>48</td>
<td>0</td>
<td>0 %</td>
<td>48</td>
<td>100 %</td>
<td>0</td>
<td>0 %</td>
</tr>
<tr>
<td>Delaware County Technical High Sc</td>
<td>*</td>
<td>*</td>
<td>*</td>
<td>* %</td>
<td>*</td>
<td>* %</td>
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</tr>
<tr>
<td><strong>Totals</strong></td>
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<td><strong>95</strong></td>
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<td><strong>0 %</strong></td>
<td><strong>95</strong></td>
<td><strong>100 %</strong></td>
<td><strong>0</strong></td>
<td><strong>0 %</strong></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).

*In order to ensure that individual ratings cannot 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 system of evaluation is based on demonstrated skills and data collected that support the overall outcomes. Principals are rated on employee skills that directly relate to the position including: knowledge, communication, job implementation, and leadership. Another aspect of the evaluation is the accomplishment of yearly measurable goals that are established and aligned with the organization's mission and vision. The evaluation process includes a mid-year review of overall progress toward goals as well as feedback on employee skills. At the end of the year, the final evaluation is a face-to-face meeting which includes a review of the evaluation form and performance of administrator.

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

a. Principal Development?

b. Principal Compensation?

c. Principal Promotions?

d. Principal Retention and Removal?
Does the LEA principal evaluation system described above include the following as evaluation criterion:

a. Student Achievement Outcomes?

b. Student Growth Data?

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

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:

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<tr>
<th>Rating System</th>
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## LEA Principal Evaluation Detail:

<table>
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<th>Rating</th>
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<th>Level 2</th>
<th>Level 3</th>
<th>Level 4</th>
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<tbody>
<tr>
<td></td>
<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></td>
<td>Unsatisfactory</td>
<td>Satisfactory</td>
<td>Unsatisfactory</td>
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<td>Satisfactory</td>
<td>Unsatisfactory</td>
<td>Satisfactory</td>
</tr>
<tr>
<td>Totals</td>
<td>*</td>
<td>*</td>
<td>* %</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*