

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

Steven E. Lee

For Information Contact:

Steven E. Lee

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610-447-0400

TEACHER INFORMATION

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

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. 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. One important direction set by the school's improvement plan is to promote professional development programs that address best practices of instruction. One special focus is differentiated instruction. For the past two years, on-going training on the use of differentiated instruction for diverse learners has been provided to teachers and principals, as part of the Act 48 in-service programs. These sessions are collaboratively planned and presented through the local intermediate unit. Additional professional development sessions, such as peer observation, modeling lessons, and team teaching, are available to individual teachers who are in need of improvement. CCCS uses the evaluation system to inform salary decisions however unsatisfactory evaluations can lead to dismissal.

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 assist in determining staff development programs for other school staff, such as counselors, instructional aides and tutors. Review of last year's evaluations and written comments from principals indicated that teachers did not always assess student progress at the various hierarchy levels of critical thinking. So for the next two years, the school will conduct a series of professional development workshops on Bloom's Taxonomy theory of thinking and higher – order thinking strategies. These hands-on workshops will be structured and framed for creating highly engaging thinking centered classrooms. Classroom management has been another of concern frequently noted as a factor that rate low in teacher evaluations. Many of our new teachers struggle with student management. So classroom management workshops are a mainstay in our professional development programs. This year the school is implementing the School-wide Positive Behavior Support (SWPBS) concept. The SWPBS is a process of understanding and resolving student behaviors that is researched-based. The SWPBS offers a holistic and collaborative approach of all factors and stakeholders that impact a student's behavior. There will be a series of trainings on SWPBS over the next three years. CCCS has signed a commitment to fidelity agreement with the Pennsylvania Positive Behavior Support Network to implement the principles and philosophy of this process.

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

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)? 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

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:

Number Rated	152
Number Not Rated	
Total Number Employed	152

LEA Teacher Evaluations Detail:

Standard Evaluation System:

Building	Total Employed	Not Rated		Satisfactory		Unsatisfactory	
	(Denominator)	(Numerator)	%	(Numerator)	%	(Numerator)	%
Chester Community CS	152	0	0 %	149	98 %	3	2 %
Totals	152	0	0 %	149	98 %	3	2 %

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 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. 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.

bPrincipal Compensation? Yes

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

c. Principal Promotions? No

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. No

Does the LEA publicly report principal evaluation data by school?

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

LEA Principal Evaluations Summary:

Rating System	Standard
Number Rated	6
Number Not Rated	_____
Total Number Employed	6

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) %
RatingTitle			indicates areas that are in need of attention and correction.	Indictates one area of needing attention or correction	indicates meeting the performance expectations in all areas	Exceeds performance expectations in all areas		
Unsatisfactory/Satisfactory			Unsatisfactory	UNSATISFACTORY	Satisfactory	Satisfactory		Satisfactory
Totals	6	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	6 100%

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