

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

GENERAL INFORMATION

LEA Name:

City CHS

AUN Number:

102020001

Address:

717 Liberty Ave Suite 900 Pittsburgh, PA 15222-3510

Name Superintendent or Chief School Administrator:

Richard D. Wertheimer

For Information Contact:

Richard D. Wertheimer

Email:

wertheimer@cityhigh.org

Phone:

412-690-2489

TEACHER INFORMATION

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

City High's staff promotion rubric provides a well-articulated career path of what it means to develop as a professional educator from Apprentice to Journeyman to Expert to Master to Administrator. Moving between levels- and receiving the substantial salary bumps- is based solely on demonstrated proficiency, not on time served, courses taken, or budget limitations. The rubric spells out competency on 15 core teaching components, 2 additional expert teaching components, and 4 education leadership components. The rubric also includes the standards against which school administrators are evaluated by City High's board and which are being used for leadership succession planning. Each competency is broken down into a number of specific sub-skills, and performance on each of those is spelled out at four levels: Advanced, Proficient, Nearly Proficient, and Needs Significant Improvement. Specifically, the competencies and proficiency expectations for each level are: Components for Professional Growth Teaching Components1. Lesson Planning2. Unit Planning3. Curriculum Implementation4. Assessing Student Learning5. Instructional Methodology6. Classroom Management7. Content Knowledge8. Student Achievement9. Collaboration10. Special Education11. Professional Development 12. Mentoring Students13. Participation in School Culture14. Technology15. Communication with Parents Expert Teaching Components16. Child Development 17. Differentiated Instruction Master Teaching Components18. Promotes School Philosophy and Objectives19. Education Decision Making20. Teaching as Craft21. Coaching Apprentice Teachers: Relatively new to teaching, working on proficiency #1-15.Journeyman Teachers: Proficient on #1-15.Expert Teachers: Advanced on at least 6 teaching components (#1-12, 16, 17) and proficient on all other teaching components (#1-17).Master Teachers: Advanced on at least 6 teaching (#1-12, 16, 17) components and proficient on all other teaching and leadership components (#1-21).

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

a. Teacher Development? Yes

Every teacher at City High has a goal setting meeting at the beginning of the year with the Principal. This meeting also is used to review the rubric and the past year's performance. Areas needing improvement are addressed and professional development opportunities are discussed.

b. Teacher Compensation? Yes

Teachers at City High have a four step career ladder - Apprentice, Journeyman, Expert and Master teacher. The Annual Review and Promotion rubric articulates that process of moving forward on the career track. There are substantial jumps in compensation between steps. There are no annual salary increases, therefore promotion (i.e. demonstrating proficiency at teaching) is the only way to increase compensation.

c. Teacher Promotions? Yes

As stated above, the promotion rubric articulates the City High career ladder. The rubric not only covers classroom prowess, but articulates additional skill such as collaboration, mentoring, working with parents, breaking down student achievement, etc. The only way to move up the career ladder at the school is through the rubric.

d. Teacher Retention and Removal? Yes

If teachers are not performing adequately, the rubric provides the language and metrics to discuss this with the teacher. If they are far below proficient, this will lead to removal.

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

The City Charter High School Annual Review and Promotion Rubric was created by the Co-Founders of the school. The rubric has gone through substantial review and revisions. The rubric has been used for 9 years for both evaluation and promotion. The rubric is based on best practices regarding quality instruction/pedagogy. It is important to point out that the system used does not reward teachers (via promotion) for student achievement, it is based on teaching proficiency. The school believes that proficient and/or advanced teachers will produce high student achievement. Since the school uses a multi variable approach to what is defined as "student achievement", the decision was made not to base the evaluation on any single measure.

Does the LEA publicly report teacher evaluation data by school?

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

<http://www.cityhigh.org/cityhigh/AboutUs.aspx?id=248>

LEA Teacher Evaluations Summary:

Number Rated		51
Number Not Rated		
Total Number Employed		51

LEA Teacher Evaluations Detail:

Alternate Approved Evaluation System:

	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			Needs Significant Improvement	Nearly Proficient	Proficient	Advanced		
Unsatisfactory/Satisfactory			Unsatisfactory	Satisfactory	Satisfactory	Satisfactory	NA	Satisfactory
City CHS	51	0 0%	3 5.9%	18 35.3%	18 35.3%	12 23.5%	0 0%	0 0%
Totals	51	0 0%	3 5.9%	18 35.3%	18 35.3%	12 23.5%	0 0%	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:

Evaluation of the Principal and administrative team occurs annually at the end of the school year. Once the school's annual report and report card (including achievement scores, survey results, data compiled) are completed, the data is shared with the Board of Trustees. The board's HR committee then meets with the Principal and administrative team. They self-evaluate and go through the rubric step by step using the reports as evidence of level of achievement. The HR committee asks questions, raises issues and discusses the state of the school. The committee then meets in private and determines the overall standing of the principal. Comments are provided to the administrative team and end of the year bonuses are determined by the committee.

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

a. Principal Development? Yes

If the administrative team has identified needs for improvement, professional development is planned accordingly. The administrative team also participates in the PDE PIL program.

b. Principal Compensation? Yes

There is a limited bonus for administrators based on job performance.

c. Principal Promotions? NA

Since we are a charter school, there are limited opportunities for promotion. However, the performance evaluations are taken into account re: leadership growth and succession planning.

d. Principal Retention and Removal? Yes

If a principal was performing below expectation and showing little or no growth, he/she would be removed.

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

a. Student Achievement Outcomes? Yes

b. Student Growth Data? Yes

Student achievement is measured in many ways by City High. State Assessments (PSSA and PVAAS), local standardized assessments (Explore, PLAN, ACT), graduation rates, MOS certifications, QPAs, College Acceptances are all used to measure achievement. These aggregate scores are measured against both previous results for our school and the same types of measures of schools with similar demographics.

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 rubric for evaluation the school's administration is an outgrowth from the teacher evaluation system we created. It uses the same format, levels, etc. The rubric is used by the Board of Trustees to evaluate the CEO/Principal. The Principal brings his administrative team to the evaluation and they are evaluated as a team. This occurs annually at the end of the school year.

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	4
Number Not Rated	_____
Total Number Employed	<u>4</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) %
RatingTitle			Needs Significant Improvement	Nearly Proficient	Proficient	Advanced		
Unsatisfactory/Satisfactory			Unsatisfactory	Satisfactory	Satisfactory	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

