

Pennsylvania
Department of Education
Teacher and Principal Evaluation Information
Individual LEA Data
For the 2010-11 Rating Period

GENERAL INFORMATION

LEA Name:

Eastern Center for Arts & Technology

AUN Number:

123463507

Address:

3075 Terwood Rd Willow Grove, PA 19090-1436

Name Superintendent or Chief School Administrator:

Thomas Allen

For Information Contact:

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215-784-4800

TEACHER INFORMATION

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

BackgroundThe EASTERN teacher evaluation model is derived from Charlotte Danielson’s work in staff development and her “Framework for Teaching” guidelines. The administration and teaching staff have agreed on a 43 competencies of professional responsibility. These competencies are structured in 5 domains of teacher accountability. New staff members are evaluated using PDE’S form 426 during their induction period for 1-3 years. In the fourth year teachers who have received six satisfactory semiannual evaluations are transitioned to the Danielson professional development model. Teachers receive annual goals based school wide goals and their assessed needs from an administrative and teacher review of the 43 competencies. The five domains of teacher skills are as follows: Planning and Preparation: Content Knowledge and PedagogyUse of resources, unit and lesson planning, and assessment activitiesClassroom Environment: Behavioral expectationsExpectations for learning, safety, management of transitions, management of materials and supplies, interacting with students, and monitoring and responding to student misbehaviorInstruction: Teacher ResponsibilitiesTeacher directions, oral and written language, questioning techniques, activities/assignments, groupings, quality of feedback, and career preparation and goal consciousnessProfessional Development: Student data and the use of technologyMaintaining records, service to EASTERN, adherence to school policies, and currency with TechnologyBusiness and Industry Relationships:Awareness of local business/industry, knowledge of local, state, and national standards, maintain lists of networks and professional groupsThe Process of Teacher EvaluationTeacher evaluations at EASTERN are truly data driven as organized by the Assistant Principal’s office. Data is collected and maintained on lesson planning, grading and assessments, student discipline, attendance and lateness. Formal and informal Walkthroughs by the Assistant Principal provide immediate feedback to every staff member. Teacher goals and progress toward goals are reviewed by the Assistant Principal three times per year.New staff members are formally observed 4-6 times per year. Informal walkthroughs permit the entire administrative team to monitor teacher progress on a weekly basis.The Assistant Director provides a Professional Development plan for all staff members to meet the schools and individuals specific needs. The Administrative Director coordinates the administrative teams’ review of each teacher’s goals and reports all of the findings to the Superintendent of Record.Teachers receive ratings in the 43 skills. Ratings range from Unsatisfactory (new teachers may be working on the skill) to Basic, Proficient or Distinguished. The final rating is decided through a collaborative process between the teacher and the Assistant Principal. Once the entire staff has been evaluated the Assistant Principal evaluates the data and makes recommendations to the Assistant Director for determining the Professional Development needs of the school.EASTERN believes that having teachers assess their own skills against the established criteria and by participating in the planning activities to improve these skills, we can positively impact student success.

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

- a. Teacher Development? Yes
- b. Teacher Compensation? No
- c. Teacher Promotions? No
- d. Teacher Retention and Removal? Yes

Teachers and Supervisor jointly determine the professional development needs and develop annual goals based on that need.

N/A

N/A

Unsatisfactory evaluations result in performance improvement plans. If improvement is not observed, decisions about continued employment are considered by the administration and governance.

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

- a. Student Achievement Outcomes? No
- b. Student Growth Data? No

N/A

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

N/A

Does the LEA publicly report teacher evaluation data by school?

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

N/A

LEA Teacher Evaluations Summary:

Number Rated	18
Number Not Rated	0
Total Number Employed	18

LEA Teacher Evaluations 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) %
Unsatisfactory/Satisfactory			Unsatisfactory					Satisfactory
Eastern Center for Arts & Tech	18	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	18 100 %
Totals	18	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	18 100 %

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:

Administrative evaluations at EASTERN are conducted using a Management by Objective (MBO) model and follow the schedule below:Goals Distributed to Administrators by July 1Mid-Year Narrative by Employee by December 22Mid-Year Conference by January 15Mid-Year Evaluation by Director by January 30End of Year Narrative by Employee by May 1End of Year Conference by May 15End of Year Evaluation by Director by May 30Evaluations are conducted by the Administrative Director

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

a. Principal Development? Yes

Performance evaluations that identify professional development needs result in improvement goals for the following year.

b. Principal Compensation? No

c. Principal Promotions? No

d. Principal Retention and Removal? Yes

Unsatisfactory evaluations result in performance improvement plans. If improvement is not observed, decisions about continued employment are considered by the administration and governance.

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)? Twice a year

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

Does your LEA have at least one Principal position? Yes

Does your LEA have at Standardized Principal Evaluation System? No

LEA Principal Evaluations Summary:

Number Rated	1
Number Not Rated	<u>0</u>
Total Number Employed	1

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LEA Principal Evaluation Detail:

	Total Employed	Not Rated	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
	(Denominator)	(Numerator) %						
Unsatisfactory/Satisfactory			Unsatisfactory					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