

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

GENERAL INFORMATION

LEA Name:

Erie County Technical School

AUN Number:

105252807

Address:

8500 Oliver Road Erie, PA 16509-4699

Name Superintendent or Chief School Administrator:

Aldo R. Jackson, Ph.D.

For Information Contact:

Natalie Fatica

Email:

nfatica@ects.org

Phone:

814.464.8663

TEACHER INFORMATION

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

The Erie County Technical School uses a PDE-approved alternative assessment instrument for teachers. The alternative assessment was developed to reflect the unique instructional methods and environment of a career and technical education setting. In use since 2005, the instrument is based on four domains—Planning/Preparation; Classroom Environment; Instructional Delivery; and, Professionalism. Each of the four domains has sub-categories (e.g. integration of academics, integration of technology, interaction with students, teamwork, technical expertise). Each sub-category contains a number of competencies. The assessment process is comprised of six processes and includes a) observations (both formal and informal), b) a professional portfolio, c) a supervisors' assessment, d) a self-assessment by the teacher, e) a principal/director assessment, and f) a teacher/administrator conference. In the teacher self-assessment, the teacher declares whether they Achieved or Not Achieved each of the 73 competencies. The principal then reviews the self-assessment and designates whether he/she agrees with the teacher's self-assessment. Depending on the number of achieved items declared by the principal in the assessment, each domain is then rated as satisfactory or unsatisfactory by the principal. The four domain ratings are then reviewed for an overall decision on Achieved or Not Achieved. Results of the assessment process influence professional development on a campus-wide, as well as on an individual basis.

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

a. Teacher Development? Yes

The collective ratings for all 73 competencies on the assessment are reviewed as part of professional development.

b. Teacher Compensation? No

c. Teacher Promotions? No

d. Teacher Retention and Removal? Yes

Evaluation results could lead to a decision to remove a teacher from employment.

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	27
Number Not Rated	0
Total Number Employed	<hr/> 27 <hr/> <hr/>

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	Unsatisfactory	Satisfactory	Satisfactory		Satisfactory
Erie County Technical School	27	0 0%	0 0%	0 0%	0 0%	27 100%	0 0%	0 0%
Totals	27	0 0%	0 0%	0 0%	0 0%	27 100%	0 0%	0 0%

Note: - All Building percentages are the result of dividing the number of ratings at each level (Numberator) by the building total (Denominator)

- All Total percentages are the result of dividing the total number of ratings at each level (Numberator) 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 Erie County Technical School uses an alternative assessment instrument for its principal. The assessment was developed as part of an Act 93 compensation plan and is derived from the principal's job description. The assessment has eight categories—Curriculum, Leadership, Personnel Management, Fiscal Management, Extracurricular Activities, Communication, Efficiency and Team Dynamics. Each of the categories is weighted at .1 except Team Dynamics which is weighted at .3. Each competency within each of the categories can be rated up to five points. The assessment process incorporates a self-assessment by the principal for each competency. The director also completes an assessment and results of each assessment are reviewed in a conference. Results from the assessment influence professional development and compensation.

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

a. Principal Development? Yes

Categories rated as below satisfactory are considered for professional development purposes.

b. Principal Compensation? Yes

The rating scale, as referred to in the Act 93 plan, determines the salary increase and potential merit pay based on the performance assessment.

c. Principal Promotions? No

d. Principal Retention and Removal? Yes

On an individual basis, the performance evaluation can be used in determining the continuing employment of the principal.

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)? 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 principal's evaluation instrument has eight categories. Each category except Team Dynamics carries a weight of .1. Team Dynamics carries a weight of .3. The instrument is derived from the job description, which is covered in the Act 93 plan.

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 Standarized Principal Evaluation System? Yes

LEA Principal Evaluations Summary:

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

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	Unsatisfactory	Satisfactory	Satisfactory	Satisfactory	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