

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

GENERAL INFORMATION

LEA Name:

Career Connections CHS

AUN Number:

102023180

Address:

4412 Butler St Pittsburgh, PA 15201

Name Superintendent or Chief School Administrator:

Timothy M. McElhone

For Information Contact:

Sharon Zaborowski

Email:

Career Connections Charter High School

Phone:

412-682-1816 x 300

TEACHER INFORMATION

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

During the 2010-2011 school year teachers were formally observed three times a year by the Principal as well as the Vice Principal. The main areas of focus in the evaluation included Planning and Preparation, Classroom Environment, Instructional Delivery and Professionalism. The final evaluation at the end of the school year was a conclusion of the three formal observations. The observation material was reviewed with the C.E.O. and training was provided to the Principal as needed.

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

- a. Teacher Development? Yes

If it is evident that a teacher needs additional assistance in a certain area professional development will be aligned for that teacher.

b. Teacher Compensation? Yes

In the merit pay system performance is directly linked to compensation.

c. Teacher Promotions? Yes

The performance would be a consideration in the advancement of a teacher.

d. Teacher Retention and Removal? Yes

If performance was not adequate an action plan would be implemented, if performance continued to be unadequate removal would be the outcome.

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

a. Student Achievement Outcomes? Yes

b. Student Growth Data? Yes

Merit Pay evaluations do include a category for student achievement as well as student growth. The determining factor is achievement on the PSSA as well as local standardized tests.

How often does the LEA formally evaluate:

a. New Teachers (Less than 3 Years)? More than twice a year

b. Experienced Teachers (More than 3 Years)? More than 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

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 | 31 |
| Number Not Rated | 0 |
| Total Number Employed | <hr/> 31 <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 | | | | | Satisfactory |
| Career Connections CHS | 31 | 0 0% | 0 0% | 0 0% | 0 0% | 0 0% | 0 0% | 31 100% |
| Totals | 31 | 0 0% | 0 0% | 0 0% | 0 0% | 0 0% | 0 0% | 31 100% |

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 principal is evaluated annually by the Chief Executive Officer. The evaluating forms and procedures are currently under review.

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

a. Principal Development? Yes

If it is determined there is an area in need professional development will be aligned.

b. Principal Compensation? Yes

Performance is directly related to compensation.

c. Principal Promotions? Yes

If advancement was available performance would be a key factor.

d. Principal Retention and Removal? Yes

Performance would determine whether a principal would be retained or 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

Merit Pay evaluations do include a category for student achievement as well as student growth. The determining factor is achievement on the PSSA as well as local standardized tests.

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

Does your LEA have at least one Principal position? Yes

Does your LEA have at Standardized Principal Evaluation System? Yes

LEA Principal Evaluations Summary:

| | |
|-----------------------|-------------|
| Number Rated | 1 |
| Number Not Rated | <u>0</u> |
| Total Number Employed | 1 |
| | <hr/> <hr/> |

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) % |
| 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