

Pennsylvania
Department of Education
Teacher and Principal Evaluation Information
Individual LEA Data
For the 2011-12 Rating Period

GENERAL INFORMATION

LEA Name:

Dauphin County Technical School

AUN Number:

115221607

Address:

6001 Locust Lane Harrisburg, PA, 17109-5631

Name Superintendent or Chief School Administrator:

Dr. Mary Jane Gales

For Information Contact:

Dr. Peggy Grimm

Email:

pgrimm@dcts.org

Phone:

717-652-3170

TEACHER INFORMATION

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

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

a. Teacher Development? Yes

We identify teacher weaknesses and need which are used to drive our professional development.

b. Teacher Compensation? No

- c. Teacher Promotions? No
- d. Teacher Retention and Removal? Yes

Evaluations are tied to annual performance ratings of teachers.

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. Yes

Charlotte Danielson model

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	84
Number Not Rated	2
	86
Total Number Employed	86

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
Dauphin County Technical Sch	86	2 2.3 %	1 1.2 %	0 0 %	0 0 %	0 0 %	0 0 %	83 96.5 %
Totals	86	2 2.3 %	1 1.2 %	0 0 %	0 0 %	0 0 %	0 0 %	83 96.5 %

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 evaluation is based on Leadership and 360 models. The rubric is based on Points of Leadership; Listen/Communicate, Expertise, Attitude, Dedication, Enthusiasm, Reliability, Supervision, Honesty, Innovation/creativity, Planning/Organization. It is weighted as follows; meritorious, commendable, satisfactory, needs improvement. The Principal is evaluated by the Director, the Assistant Principals are evaluated by the Principal annually. Upon identifying the needs of the Principals appropriate workshops, conferences and trainings may be recommended. The evaluation is comprised of a self-evaluation, administrative evaluation and a post-conference.

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

a. Principal Development? Yes

Principals who receive a needs improvement rating are placed on an improvement plan. Principals receiving 2 consecutive needs improvement ratings may be terminated.

b. Principal Compensation? Yes

Based on the tabulated results from the evaluation rubric each administrator who scores commendable or meritorious receives a merit increase above the negotiated percentage. Administrators who are in need of improvement receive zero percent of the teacher increase.

c. Principal Promotions? Yes

Dependent upon the availability of open positions.

d. Principal Retention and Removal? Yes

Principals who receive a needs improvement rating are placed on an improvement plan. Principals receiving 2 consecutive needs improvement ratings may be terminated.

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 evaluation is based on Leadership and 360 models. The rubric is based on Points of Leadership: Listen/Communicate, Expertise, Attitude, Dedication, Enthusiasm, Reliability, Supervision, Honesty, Innovation/creativity, Planning/Organization. It is weighted as follows; meritorious, commendable, satisfactory, needs improvement. The Principal is evaluated by the Director, the Assistant Principals are evaluated by the Principal annually. Upon identifying the needs of the Principals appropriate workshops, conferences and trainings may be recommended. The evaluation is comprised of a self-evaluation, administrative evaluation and a post-conference.

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	3
Number Not Rated	<u>0</u>
Total Number Employed	<u><u>3</u></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) %
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