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:

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
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<tbody>
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<td>Number Rated</td>
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<td>Number Not Rated</td>
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<tr>
<td>Total Number Employed</td>
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LEA Teacher Evaluations Detail:
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 to expect 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.

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

- Principal Development? Yes
- Principal Compensation? No
- Principal Promotions? No
- Principal Retention and Removal? Yes

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

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

- Student Achievement Outcomes? No
- Student Growth Data? No

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<tr>
<th>Total Employed</th>
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<th>Level 1</th>
<th>Level 2</th>
<th>Level 3</th>
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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 cannot 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
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 Standarized Principal Evaluation System? Yes

LEA Principal Evaluations Summary:

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*In order to ensure that individual ratings cannot 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.*