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

Principal evaluations are used to inform professional development programs and initiatives. CCCS uses PDE forms 426 and 428 to evaluate its teachers. The PDE forms are based on the Charlotte Danielson's Framework for Effective Teaching. This research-based model identifies a comprehensive set of responsibilities/qualities connected to effective teaching and increased student learning. Principals conduct evaluations during annual observations of Instructional II teachers and semi-annual observations of Instructional I teachers. Teachers who are identified as needing improvement are observed monthly with intense coaching between observations. Grade Directors, who are exemplary experienced teachers, also provide ongoing support and they especially work directly with new teachers through the school's mentoring program.

Does the LEA use the results of the teacher evaluation system described above in decisions regarding:
a. Teacher Development? Yes
   
   Results of teacher evaluations are used to prepare professional development opportunities for teachers. The review of these evaluations also assists in determining staff development programs for other staff, such as counselors, instructional aides and tutors.

b. Teacher Compensation? No
   
   Teachers did not receive raises due to budgetary constraints.

c. Teacher Promotions? Yes
   
   Teachers are promoted or advanced to positions of leadership when performance evaluations demonstrate mastery level teaching. These non-teaching mentoring/coaching positions are specifically tailored to support classroom teachers and plan curriculum initiatives.

d. Teacher Retention and Removal? Yes
   
   Teacher evaluations are used to determine continued employment. Teachers must perform at a satisfactory level.

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

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

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**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)? Twice a year

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**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

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**Does the LEA publicly report teacher evaluation data by school?**

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

---

**LEA Teacher Evaluations Summary:**

<table>
<thead>
<tr>
<th>Description</th>
<th>Value</th>
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</thead>
<tbody>
<tr>
<td>Number Rated</td>
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</tr>
<tr>
<td>Number Not Rated</td>
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</tr>
<tr>
<td>Total Number Employed</td>
<td>176</td>
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LEA Teacher Evaluations Detail:

<table>
<thead>
<tr>
<th>Total Employed</th>
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<th>Level 1</th>
<th>Level 2</th>
<th>Level 3</th>
<th>Level 4</th>
<th>Level 5</th>
<th>Level 6</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Denominator)</td>
<td>(Numerator)</td>
<td>%</td>
<td>(Numerator)</td>
<td>%</td>
<td>(Numerator)</td>
<td>%</td>
<td>(Numerator)</td>
</tr>
<tr>
<td>Unsatisfactory/Satisfactory</td>
<td>Unsatisfactory</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Satisfactory</td>
</tr>
<tr>
<td>Chester Community CS</td>
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<td>0 %</td>
<td>1</td>
<td>0.6 %</td>
<td>0</td>
<td>0 %</td>
</tr>
<tr>
<td>Totals</td>
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<td>0</td>
<td>0 %</td>
<td>1</td>
<td>0.6 %</td>
<td>0</td>
<td>0 %</td>
</tr>
</tbody>
</table>

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.

Describe the LEA’s system used to evaluate the performance of your Principals:

The principal’s evaluation process encompasses the principles from the Charlotte Danielson’s Framework for Professional Practices. The evaluation model has five components, which are as follows: Vision of Learning, School Culture Management of Learning Environments, Professional Responsibilities, Student Improvement. This formal evaluation model measures the principal’s expertise within the eight components. They can receive a rating of Exemplary to Significant Deficiencies within each component. The principals are formally evaluated on an annual basis. New principals are observed and informally evaluated more frequently. Principals are evaluated by the CEO and Deputy Superintendent.

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

a. Principal Development? Yes
   Principal evaluations are used to inform professional development programs and initiatives.

b. Principal Compensation? Yes
   Evaluations inform principal compensations that result in various percentage raises. The principal evaluation is one of several tools the school used to determine pay increases.

c. Principal Promotions? Yes
   As higher level administrative positions become available, principals who have been highly rated and have demonstrated the necessary knowledge, skills and expertise are recommended for advancement.

d. Principal Retention and Removal? Yes
   Principals receiving an ineffective rating will receive intensive professional development and be placed on an improvement plan. If the principal does not improve performance as outlined in the improvement plan, he/she will be dismissed.
Does the LEA principal evaluation system described above include the following as evaluation criterion:

a. Student Achievement Outcomes? Yes
b. Student Growth Data? Yes

Throughout the year, the school measures student achievement by comparing various assessment scores of students in a principal’s building (benchmark assessments, behavior assessments, etc.). These assessments contribute to the principal’s evaluation.

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 process encompasses the principles from the Charlotte Danielson’s Framework for Professional Practices. The evaluation model has five components, which are as follows: Vision of Learning School Culture Management of learning environments Professional responsibilities Student Improvement This formal evaluation model measures the principal’s expertise within the five components. They can receive a rating of satisfactory or unsatisfactory within each component. The principals are formally evaluated on an annual basis.

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:

<p>| | |</p>
<table>
<thead>
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<th></th>
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## LEA Principal Evaluation Detail:

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<th></th>
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<th>Not Rated</th>
<th>Level 1</th>
<th>Level 2</th>
<th>Level 3</th>
<th>Level 4</th>
<th>Level 5</th>
<th>Level 6</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>(Denominator)</td>
<td>(Numerator) %</td>
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<tr>
<td>Totals</td>
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<td>0 0 %</td>
<td>0 0 %</td>
<td>0 0 %</td>
<td>0 0 %</td>
<td>0 0 %</td>
<td>7 100 %</td>
</tr>
</tbody>
</table>

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.*