

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

GENERAL INFORMATION

LEA Name:

Christopher Columbus CS

AUN Number:

126513160

Address:

916 Christian St, North Bldg Philadelphia, PA, 19147

Name Superintendent or Chief School Administrator:

Rosemary Dougherty

For Information Contact:

Florence D. Doyle

Email:

fdoyle@cccs.k12.pa.us

Phone:

215-389-6000

TEACHER INFORMATION

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

Teachers at Christopher Columbus Charter School receive on-going formative and annual summative performance evaluations. Christopher Columbus uses its own approved form. The criteria for evaluation is clearly explained at the beginning of the school year. At this time, teachers meet with supervising administrators to set and discuss annual goals. The Christopher Columbus Charter School Teacher Evaluation contains six sections for evaluation. These areas are School/Spirit/Relationships, Teaching Techniques, Effective Planning, Pupil/Teacher Relationships, Classroom Environment and Personal Attributes. The rating scale is M-Meets Requirements or N-Needs Improvement. Each evaluation provides a recommendation section and a commendation section, which is optional. Teachers meet with administrators to discuss the evaluation and to see if goals have been met. Teachers are evaluated by administrators. Beginning with the 2012-2013 school year, PDE-426 and PDE-428 will be used for teacher evaluation. Teachers with Instructional I certification will be evaluated semi-annually and teachers with Instructional II certification will be evaluated annually.

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

- a. Teacher Development? Yes
- b. Teacher Compensation? No
- c. Teacher Promotions? No
- d. Teacher Retention and Removal? Yes

Evaluation forms contain yearly professional goals. Those goals are used to define professional development topics.

In extreme cases evaluation affects continuing 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)? Annually
- 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

www.cccs.k12.pa.us

LEA Teacher Evaluations Summary:

Number Rated	52
Number Not Rated	0
Total Number Employed	52

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	NA	NA	NA	Unsatisfactory	Satisfactory
Christopher Columbus CS	52	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	52 100%
Totals	52	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	52 100%

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**

PRINCIPAL INFORMATION

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

The Christopher Columbus Charter School Principal Evaluation form contains 10 areas of evaluation. These areas are School Environment/ Human Relations/Personnel Management/Job Knowledge/Leadership/Management and Administration/Integration of Technology/Curriculum and Program Assessment/Professional Conduct/Communication/Reporting Board Relations. The Rating Scale is M-Meets Expectations, NI-Needs Improvement, N/O-Not Observed. The two site principals are evaluated by the Campus Principal/CEO. The Campus Principal/CEO is evaluated by the President of the Board of Trustees.

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 determine topic for professional development for principals.
- b. Principal Compensation? No
- c. Principal Promotions? No
- d. Principal Retention and Removal? No

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. 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:

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) %						
Unsatisfactory/Satisfactory			Unsatisfactory	NA	NA	NA	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**