

Pennsylvania
Department of Education
Teacher and Principal Evaluation Information
Individual LEA Data
For the 2012-13 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:

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Phone:

412-682-1816

TEACHER INFORMATION

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

Each employee completes a self-evaluation of their general performance characteristics (Part 1). Five equally weighted domains make up the general performance characteristics. Part I will count 20% toward the overall evaluation. This part of the process speaks primarily to effort. Each employee completes a self-evaluation of their performance relative to the specific responsibilities identified in their job description (Part II). The weighting for each of the responsibilities in Part II will be determined in advance. Part II will count 80% toward the overall evaluation. This part of the process speaks primarily to results. Each employee completes Part III which includes a section for identifying opportunities for improvement and calculates the overall rating. The self evaluations are given to the supervisor who then meets with each employee, completes parts I, II and III for the employee and forwards the documents to either the principal or the C.E.O. The principal or C.E.O. either approves the supervisor's rating of the employee or sends it back for revision. The end result will be a numeric rating up to 5. The percentage increase that corresponds to each numeric rating will depend on the range of raises allowed for in the annual budget. If the range of base salary increases is up to 5% then each rating point on the five point scale would be worth 1%. Thus a 3.1 rating would yield a 3.1% increase. If the range is up to 6% then each rating point is worth 1.2% and a 3.1 rating would yield a 3.72% raise.

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

a. Teacher Development? Yes

The teacher performance evaluation system informs professional development plans in two ways. The first is by identifying any staff performance weaknesses that become evident through the review process (e.g. classroom management, differentiated instruction, etc.). The second is by requiring each teacher during the self evaluation process to list several opportunities for professional improvement. These represent potential professional development activities for groups of teachers or individually.

b. Teacher Compensation? Yes

In the budget development process an allocation is made for salary increases and this forms the basis for determining the range of potential raises yielded through the performance review process. For example, a dollar allocation in the budget may equate to salary increase of up to 5% earned on a merit basis. The performance review system yields a numeric rating for each teacher which is then scaled to the range of potential salary increases. For example, a teacher earning a rating of 8 on a scale of 10 (80%) would receive a salary increase of 4% if the range was up to 5% (80% of 5%).

c. Teacher Promotions? Yes

The teacher performance evaluation would be taken into consideration when promotions are available.

d. Teacher Retention and Removal? Yes

A lowly rated teacher could lose their position but this would be considered in the context of other relevant issues.

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. Yes

CCCHS utilizes an evaluation system that is weighted. 80% of the evaluation is based on performance relative to the teacher's job description with the remaining 20% based on general performance characteristics. All staff must also complete a self evaluation.

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	25
Number Not Rated	2
Total Number Employed	<u>27</u>

LEA Teacher Evaluations Detail:

	Total Employed	Not Rated	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
	(Denominator)	(Numerator) %	(Numerator) %	(Numerator) %				
Unsatisfactory/Satisfactory			Unsatisfactory	Unsatisfactory	Satisfactory	Satisfactory	Satisfactory	Satisfactory
Career Connections CHS	27	2 7.4 %	0 0 %	2 7.4 %	10 37 %	13 48.1 %	0 0 %	0 0 %
Totals	27	2 7.4 %	0 0 %	2 7.4 %	10 37 %	13 48.1 %	0 0 %	0 0 %

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 deducted , 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 completes a self-evaluation of their general performance characteristics (Part I). Five equally weighted domains make up the general performance characteristics. Part I will count 20% toward the overall evaluation. This part of the process speaks primarily to effort. The principal completes a self-evaluation of their performance relative to the specific responsibilities identified in their job description (Part II). The weighting for each of the responsibilities in Part II will be determined in advance. Part II will count 80% toward the overall evaluation. This part of the process speaks primarily to results. The principal completes Part III which includes a section for identifying opportunities for improvement and calculates the overall rating. The self evaluation is given to the C.E.O. who then meets with the principal. The end result will be a numeric rating up to 5. The percentage increase that corresponds to each numeric rating will depend on the range of raises allowed for in the annual budget. If the range of base salary increases is up to 5% then each rating point on the five point scale would be worth 1%. Thus a 3.1 rating would yield a 3.1% increase. If the range is up to 6% then each rating point is worth 1.2% and a 3.1 rating would yield a 3.72% raise.

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

a. Principal Development? Yes

The principal performance evaluation informs professional development plans in two ways. The first is by identifying any performance weaknesses that became evident through the review process. The second is by requiring the principal to list several opportunities for professional improvement. These represent potential professional development activities.

b. Principal Compensation? Yes

In the budget development process an allocation is made for salary increases and this forms the basis for determining the range of potential raises yielded through the performance review process. For example, a dollar allocation in the budget may equate to salary increase of up to 5% earned on a merit basis. The performance review system yields a numeric rating for each teacher which is then scaled to the range of potential salary increases. For example, a teacher earning a rating of 8 on a scale of 10 (80%) would receive a salary increase of 4% if the range was up to 5% (80% of 5%).

c. Principal Promotions? Yes

If a promotion was available the performance evaluation would be taken into consideration.

d. Principal Retention and Removal? Yes

A low rating could result in the principal being demoted or terminated but other factors would also be considered.

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

a. Student Achievement Outcomes? NA

b. Student Growth Data? NA

N/A

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

CCCHS utilizes an evaluation system that is weighted. 80% of the evaluation is based on performance relative to the teacher's job description with the remaining 20% based on general performance characteristics. All staff must also complete a self evaluation.

Does the LEA publicly report principal evaluation data by school?

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

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	<u><u>1</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	Unsatisfactory	Satisfactory	Satisfactory	Satisfactory	Satisfactory

Totals	*	* %	* %	* %	* %	* %	* %	* %

Note: - 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**