

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

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**GENERAL INFORMATION**

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**LEA Name:**

Environmental Charter School at Frick Park

**AUN Number:**

199025446

**Address:**

829 Milton Street Pittsburgh, PA 15218

**Name Superintendent or Chief School Administrator:**

Jon McCann

**For Information Contact:**

Dwight Laufman

**Email:**

dwrightlaufman@gmail.com

**Phone:**

412-247-7970

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**TEACHER INFORMATION**

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

Our school uses PDE 426 and 428 to evaluate teachers, but the actual evaluations are done with Danielson's model. Each indicator under each domain is assessed at least once a year for all teachers. New teachers are assessed twice a year. A pre-observation conference is held and teachers complete a self-evaluation on domains 1 and 4 which is part of the pre-observation conference. A post-observation conference is held in which all domains of the model are discussed, focusing on strengths and areas of growth. Any teachers found to be less than proficient in an area develop, in conjunction with instructional coaches, a plan for improvement. This plan becomes the focus of further observations prior to the next formal observation. If a teacher is not able to become proficient in the designated areas, dismissal may result.

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

a. Teacher Development?

Yes

Each year's Professional Development is determined by the results of evaluations and the needs of the staff. Recent work has focused on math, inclusion, and co-teaching as these were found to be needs after last year's evaluations.

b. Teacher Compensation? No

We have a Competency Based Growth system whereby increases in compensation (outside cost of living) are based on demonstration of proficiency on defined competencies with attached rubrics.

c. Teacher Promotions? No

d. Teacher Retention and Removal? Yes

If a teacher is found to be Unsatisfactory for two straight evaluations, has had a plan for improvement and has not improved, he or she will be released.

**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

Our school uses the Danielson model for evaluations. The domains in Danielson align with PDE 426, 427, and 428. The four areas - Planning and Preparation, the Classroom Environment, Instruction, and Professional Responsibilities - are weighted equally (25 points each) and a score of 90 and above is Excellent, 75-89 is Proficient, 60-74 is Novice, and below 60 is Unsatisfactory.

**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	45
Number Not Rated	0
Total Number Employed	45

**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	Unsatisfactory		Satisfactory	Satisfactory	Satisfactory
Environmental Charter School	45	0 0%	1 2.2%	0 0%	0 0%	0 0%	0 0%	44 97.8%
<b>Totals</b>	<b>45</b>	<b>0 0%</b>	<b>1 2.2%</b>	<b>0 0%</b>	<b>0 0%</b>	<b>0 0%</b>	<b>0 0%</b>	<b>44 97.8%</b>

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:

Principals are evaluated using the School Principal - Professional Review form. This form was developed following a meta-analysis of the current research around evaluating principals and effective leaders. The four areas evaluated are: Leadership of People, Instructional Leadership, School Culture Leadership, and Operations and Support Leadership. The key practices under each area are rated from 1 (needs improvement) to 2, 3, or 4 (increasing proficiency). The CEO evaluates both principals formally at least once a year but has weekly meetings with them throughout the year. At these meetings the CEO discusses informal observations he has made around the four areas and suggests possible professional development for the principals.

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

a. Principal Development? Yes

The performance evaluations form the basis for Principal Growth Plans which support professional development. Any area deemed needing growth will lead to professional development to support that growth.

b. Principal Compensation? No

c. Principal Promotions? No

d. Principal Retention and Removal? Yes

A failure to improve in areas deemed needing growth can lead to dismissal of the principal.

### 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)? Twice a year



