

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

GENERAL INFORMATION

LEA Name:

Eugenio Maria De Hostos CS

AUN Number:

126513100

Address:

4322 N 5th St Philadelphia, PA 19140

Name Superintendent or Chief School Administrator:

Dr. Lucila Paramo

For Information Contact:

Alberto Vargas

Email:

Avargas@hostos.aspirapa.org

Phone:

215-324-7012

TEACHER INFORMATION

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

In the ASPIRE System of Professional Development, * all teachers are evaluated informally 30 times by an administrator (walkthroughs) through out the school year, * all teachers are observed 4 times formally by administrators and teacher coaches, * all announced observations begin with a preconference (2), * all observations are followed with a post conference which identify an area of refinement and an area of reinforcement. Certified ASPIRE evaluators use an instructional rubric with specific indicators and descriptors to evaluate the classroom teachers. Some of the indicators are: instructional plans, assesment plans, standards and objectives, presenting instructional content, learning activities and materials, learning groups, questioning, academic feedback, critical thinking and problem solving.

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

a. Teacher Development?

Yes

Based on the areas of refinement for the previous year and throughout the year we provide one on one coaching development and whole group professional development.

- b. Teacher Compensation? No
- c. Teacher Promotions? Yes

When we have a teacher coach vacancy, we refer to the teachers' evaluation results and identify possible candidates. Teacher coaches in our system are teachers of teachers and provide ongoing coaching and professional development to our teachers.

- d. Teacher Retention and Removal? Yes

If a teacher is not progressing in their area of refinement we assign a coteacher and create an action plan with a timeline. Ongoing planning takes place with support personnel. We try to ensure the teacher receives ample support on a weekly basis. A contract is not reissued to staff who are not compliant or trying.

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)? More than twice a year
- b. Experienced Teachers (More than 3 Years)? Twice a year

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

Teachers are evaluated on an instructional rubric with 14 indicators. The possible scores range from 1-5 with 5 being atypically outstanding.

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	33
Number Not Rated	0
Total Number Employed	<hr/> 33 <hr/> <hr/>

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	Satisfactory	Satisfactory	Satisfactory	Satisfactory	Satisfactory
Eugenio Maria DE Hostos CS	33	0 0%	0 0%	7 21.2%	23 69.7%	3 9.1%	0 0%	0 0%
Totals	33	0 0%	0 0%	7 21.2%	23 69.7%	3 9.1%	0 0%	0 0%

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:

The School Principal evaluation consists of several categories: 1. Instructional Leadership & Management. The principal is rated based if he/she is actively involved in and promotes the continuous improvement of curriculum, instruction, and assessment. 2. Organizational Climate & Morale-The principal recognizes and actively provides leadership that promotes a collaborative and cohesive organization whose climate is positive, and staff morale is high. 3. Personnel Management-The principal understands and fosters the importance of building the capacity of the school staff and then delegates as appropriate. The principal appropriately recognizes those who display exemplary performance. 4. Student & Community Relationship-The principal actively promotes an environment that fosters positive student conduct and communicates expectations to all stakeholders, including, students, staff, parents, and ensures that the Code of Conduct are observed uniformly by all students, faculty, and administrative staff. 5. Personal/Professional development-The principal is constantly seeking ways to grow as a professional, evaluates, and reflects on areas identified to continue building personal leadership capacity. The principal commits to building the capacity of the faculty and staff on the school as well as sharing with other professionals. 6. Professional Behavior & Ethics- The principal recognizes that as an administrator he/she must be an exemplary leadership example in personal and professional behavior and makes the commitment to conduct him or herself in an ethical and professional manner at all times. In addition to the evaluations that are given once to twice a year, principals receive ongoing biweekly professional developments, topics have included: Compliance, Special education, ELL, etc.

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

- a. Principal Development? NA
- 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:

