

Pennsylvania
Department of Education
Teacher and Principal Evaluation Information
Individual LEA Data
For the 2009-10 Rating Period

GENERAL INFORMATION

LEA Name:

Pittsburgh-Mt Oliver IU 2

AUN Number:

102000000

Address:

515 North Highland Ave Pittsburgh, PA 15206

Name Superintendent or Chief School Administrator:

Dr. Linda Lane

For Information Contact:

Linda M. Baehr

Email:

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Phone:

412.363.0851

TEACHER INFORMATION

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

The Charlotte Danielson Framework for Teaching and its corresponding rubrics are used for our teacher evaluation system. The framework for teaching is a research-based set of components of instruction that are grounded in a constructivist view of learning and teaching. The framework is based on the Praxis III criteria, augmented to apply to experienced teachers as well as to novice teachers. Documents from the standards committees of the National Board for Professional Teaching Standards (NBPTS) also influenced the framework. A teacher demonstrating all proficient and/or distinguished levels of performance on all elements of the rubric will receive a satisfactory rating. A teacher receiving an unsatisfactory or basic level of performance on any element of the rubric must demonstrate growth in that area throughout the school year to obtain a satisfactory rating. Growth will be determined through the use of the same rubric. The assistant to the executive director and the supervisor conduct the observations of the teachers with the final rating determined by the assistant to the executive director. All evaluators receive an initial training of the Danielson Model with updates annually. Formal observations occur a minimum of twice per year for non-tenured employees and once per year for tenured employees. Additionally, teachers with an unsatisfactory or basic level of performance will be observed informally and formally during the remainder of the school year to document growth. Feedback protocols include ongoing communication including pre-observation and post-observation conferences.

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

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

The tool serves as a proactive measure to identify and support struggling teachers. This serves as one of several methods to support documentation of growth or non-growth.

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

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

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

The Charlotte Danielson Framework for Teaching is a research-based set of components of instruction that are grounded in a constructivist view of learning and teaching. “The framework is based on the Praxis III criteria, augmented to apply to experienced as well as to novice teachers. Other work also influenced the development of the framework: documents from the standards committees of the National Board for Professional Teaching Standards (NBPTS); work at the University of Wisconsin (Newmann, Secada, & Wehlage, 1995); Michael Scriven’s (1994) conception of teacher duties; and recent research on the pedagogical implications of constructivist learning.” (Enhancing Professional Practice: A Framework for Teaching, 2007, p. viii). A comprehensive research foundation for the framework is provided in the appendix of the same book. Danielson, Charlotte. (2007). Enhancing professional practice: a framework for teaching. Alexandria, VA: Association for Supervision and Curriculum Development.

Does the LEA publicly report teacher evaluation data by school?

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

LEA Teacher Evaluations Summary:

| | |
|-----------------------|----|
| Number Rated | 35 |
| Number Not Rated | |
| Total Number Employed | 35 |

LEA Teacher Evaluations Detail:

Standard Evaluation System:

| Building | Total Employed | Not Rated | | Satisfactory | | Unsatisfactory | |
|---------------------------|----------------|-------------|------------|--------------|--------------|----------------|------------|
| | (Denominator) | (Numerator) | % | (Numerator) | % | (Numerator) | % |
| Pittsburgh-Mt Oliver IU 2 | 35 | 0 | 0 % | 35 | 100 % | 0 | 0 % |
| Totals | 35 | 0 | 0 % | 35 | 100 % | 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 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:

N/A

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

a. Principal Development?

bPrincipal Compensation?

c. Principal Promotions?

d. Principal Retention and Removal?

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

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

How often does the LEA formally evaluate:

- a. New Principals (Less than 3 Years)?
- b. Experienced Principals (More than 3 Years)?

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.

Does the LEA publicly report principal evaluation data by school?

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

LEA Principal Evaluations Summary:

| | |
|-----------------------|-------|
| Rating System | |
| Number Rated | |
| Number Not Rated | _____ |
| Total Number Employed | ===== |

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) % |
| RatingTitle | | | | | | | | |
| Unsatisfactory/Satisfactory | | | 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