

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

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GENERAL INFORMATION

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**LEA Name:**

Baldwin-Whitehall SD

**AUN Number:**

103021102

**Address:**

4900 Curry Rd Pittsburgh, PA 15236-1817

**Name Superintendent or Chief School Administrator:**

Lawrence C. Korchnak, Ph.D.

**For Information Contact:**

Lawrence C. Korchnak, Ph.D.

**Email:**

lkorchnak@bwschools.net

**Phone:**

4128857810

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TEACHER INFORMATION

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

The district uses PDE form 426, 427, 428 and 5501 to evaluate teachers. The Department of Education evaluation forms PDE 426 and 427, and 428 are based on Charlotte Danielson's model of effective teaching. The Danielson model is based on sound research and best practice. PDE 5501 is used as a summative evaluation for all teachers, and it is historically been a part of the PDE evaluation system. All temporary employees are evaluated twice per year. Professional employees are evaluated once per year. The Baldwin-Whitehall School District also evaluates long term substitutes with PDE form 426. While not required, it enhances the quality of instruction and provides insight to the individual should he/she become a candidate for permanent employment. All building administrators (principals and assistant principals) are involved in the teacher evaluation process. Central office personnel (Assistant Superintendents) become involved when an individual teacher goes on professional plan for improvement. Teachers under a plan of improvement are evaluated beyond the recommended frequency by PDE. All administrators receive regular professional development to sharpen their evaluative skills. This is done through conferences, workshops and participation in NISL and LEAD training. Teachers receive professional development to improve instructional delivery. Administration conducts needs assessments to determine what the district can do to provide appropriate professional development and support in the areas of need. This year the district is focusing on removing barriers to learning...establishing consistent rules, connecting with students, and creating the foundation for developing learning communities. Our theme is "Nurture learning and develop skills for life."

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

a. Teacher Development? Yes

The administrator-evaluator shares the results of professional evaluation conferences with the administrative team as part of the ongoing supervisory process. This, in turn, translates into suggestions for instructional improvement on a comprehensive scale via professional development.

b. Teacher Compensation? No

NA

c. Teacher Promotions? No

NA

d. Teacher Retention and Removal? Yes

The district issues letters of concern that, if the teacher fails to show progress, the district follows up with a professional plan for improvement. The teacher is then monitored and observed by several administrators to ensure fairness. If the teacher fails to show improvement, the district takes action to dismiss.

**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. No

NA

**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	288
Number Not Rated	
Total Number Employed	288

**LEA Teacher Evaluations Detail:**

**Standard Evaluation System:**

Building	Total Employed	Not Rated		Satisfactory		Unsatisfactory	
	(Denominator)	(Numerator)	%	(Numerator)	%	(Numerator)	%
McAnnulty EI Sch	23	0	0 %	23	100 %	0	0 %
Whitehall EI Sch	48	0	0 %	48	100 %	0	0 %
Baldwin SHS	105	0	0 %	104	99 %	1	1 %
Paynter EI Sch	47	0	0 %	47	100 %	0	0 %
Harrison MS	65	0	0 %	65	100 %	0	0 %
<b>Totals</b>	<b>288</b>	<b>0</b>	<b>0 %</b>	<b>287</b>	<b>99.7 %</b>	<b>1</b>	<b>0.3 %</b>

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**

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## PRINCIPAL INFORMATION

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

The administrative evaluation procedure is comprised of two major sections. The first is a focus on district goals. The administrator must set at least four goals consistent with the comprehensive goals set for the district by the board and superintendent. Each goal is evaluated on how it succeeds through several phases: Preliminary, Planning, Training, and Implementation. Each goal is assigned a maximum of 10 points. The second section addresses administrator duties and responsibilities. These duties and responsibilities are: Management, Leadership, Decision making, Communication, Implementation of policies and procedures, Supervision, Finance, Physical facilities, Pupil personnel services, and Community awareness. Each category is assigned a maximum of 10 points. The total evaluation cannot exceed 140 points. The levels of performance are broken down as follows: 0-104 Unsatisfactory, 105-119 Satisfactory, 120-129 Excellent, 130-140 Exceptional.

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

a. Principal Development? Yes

Evaluations include a section requiring the principal to describe their professional development plans for the year based upon the previous year's evaluation and the recommendation of the superintendent. The administrative team begins to develop these plans in the summer A-Team retreat.

b. Principal Compensation? Yes

The degree of effectiveness as described in the annual evaluation determines the percentage of increase recommended by the superintendent.

c. Principal Promotions? Yes

Assistants are continuously being evaluated for the possibility of promotion to principal. This year the District promoted the Middle School assistant to the position of Principal.

d. Principal Retention and Removal? Yes

Satisfactory evaluations sustain employment; an unsatisfactory evaluation results in developing an improvement plan that if not successful will result in dismissal.

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

a. Student Achievement Outcomes? Yes

b. Student Growth Data? Yes

Individual and district goals for student achievement are included as part of the administrators annual goals. The student achievement goals are based on attaining the benchmark scores on PSSA and making a year's worth of progress as reported by PVAAS.

**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.) NA

**LEA Principal Evaluations Summary:**

Rating System	Standard
Number Rated	12

Number Not Rated

Total Number Employed

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12  
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**LEA Principal Evaluation Detail:**

	<b>Total Employed</b>	<b>Not Rated</b>	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>	<b>Level 4</b>	<b>Level 5</b>	<b>Level 6</b>
	<b>(Denominator)</b>	<b>(Numerator) %</b>						
RatingTitle			Unsatisfactory	Satisfactory	Excellent	Exceptional		
Unsatisfactory/Satisfactory			Unsatisfactory					Satisfactory
<b>Totals</b>	<b>12</b>	<b>0 0%</b>	<b>1 8.3%</b>	<b>9 75%</b>	<b>2 16.7%</b>	<b>0 0%</b>	<b>0 0%</b>	<b>0 0%</b>

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