

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

GENERAL INFORMATION

LEA Name:

Bensalem Township SD

AUN Number:

122091002

Address:

3000 Donallen Dr Bensalem, PA 19020-1898

Name Superintendent or Chief School Administrator:

William J. Gretzula

For Information Contact:

Robert J. Cardillo

Email:

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Phone:

215-750-2800, extension 4003

TEACHER INFORMATION

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

Bensalem School District's current teacher evaluation system utilizes the following forms : PDE 426 Semi-Annual Employee Evaluation Form for Instructional I Teachers, PDE 427 Instructional I to Instructional II Assessment Form, PDE 428 Annual Employee Evaluation Form, Bensalem School District (BSD) Data Collection Form, BSD Post Observation Conference Form, and the Pathwise Framework Observation Program Feedback Form. Use of the Pathwise Framework Observation Program Feedback Form published by the Teaching & Learning Division of Educational Testing Services (ETS) is predicated in part on the research and published material by Charlotte Danielson and Thomas McGreal. When performing a formal classroom evaluation, the evaluator utilizes the Pathwise Feedback Form rubric to assist in determining the level of performance displayed by the teacher during the classroom observation. The level of performance range is unsatisfactory, basic, proficient , and distinguished. Four major domains are evaluated. They are Planning & Preparation, the Classroom Environment, Instruction, and Professional Responsibility. The evaluated teacher receives a copy of the completed Pathwise Feedback rubric at the scheduled post observation conference each teacher has with the evaluator. When the semi-annual or annual evaluation forms are required to be completed and sent to the Superintendent for his review, the evaluator will reflect on the formal classroom evaluation(s) that took place during the year. In addition, he/she will gather and review various sources of evidence in the school district, including material/evidence presented by the teacher and make judgments regarding each of the four categories of teaching as reflected on either the PDE 426 or PDE 428 Form, as well as the overall performance of the teacher. In making judgments and weighing all available evidence, the evaluator considers the importance of the different categories and the various aspects of teaching. The evaluator considers the evidence across all aspects and in terms of how it represents each of the categories being evaluated.

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

Two (2) consecutive unsatisfactory evaluations may lead to termination of employment. Teachers who receive an unsatisfactory performance rating are routinely placed on an improvement plan which hopefully will lead to satisfactory performance.

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)? More than 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

Utilization of the "Pathwise Framework Observation Program Feedback Form" rubric, published by the Teaching & Learning Division of Educational Testing Services (ETS), was predicated on the research and published material of Charlotte Danielson and Thomas McGreal. The adoption by PDE of the PDE 426, 427, & 428 Teacher Evaluation/Assessment Forms was also predicated mostly on the research of Charlotte Danielson as well.

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	405
Number Not Rated	12
Total Number Employed	417

LEA Teacher Evaluations Detail:

Standard Evaluation System:

Building	Total Employed	Not Rated		Satisfactory		Unsatisfactory	
	(Denominator)	(Numerator)	%	(Numerator)	%	(Numerator)	%
Cornwells El Sch	33	1	3 %	31	93.9 %	1	3 %
Samuel K Faust El Sch	40	1	2.5 %	39	97.5 %	0	0 %
Benjamin Rush El Sch	32	1	3.1 %	31	96.9 %	0	0 %
Bensalem Twp HS	125	4	3.2 %	120	96 %	1	0.8 %
Belmont Hills El Sch	36	1	2.8 %	35	97.2 %	0	0 %
Cecelia Snyder MS	38	1	2.6 %	37	97.4 %	0	0 %
Valley El Sch	38	1	2.6 %	37	97.4 %	0	0 %
Russell C Struble El Sch	31	1	3.2 %	30	96.8 %	0	0 %
Robert K Shafer MS	44	1	2.3 %	43	97.7 %	0	0 %
Totals	417	12	2.9 %	403	96.6 %	2	0.5 %

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:

Principals are evaluated on an annual basis, in part utilizing the PDE Form 5501 and the Administrative Appraisal Performance Assessment Scale Rubric. In addition myriad of other factors are evaluated to determine overall proficiency of the principal. Sixteen (16) minimal performance assessments are evaluated: Personal Characteristics, Leadership Characteristics, Success in Problem Solving, Professional Knowledge and Understanding, Success in Supervision, Ability to Build Morale, Community Relations, Attention to Detail and Routine, Instructional Program, Financial Responsibilities, Relations with Students, Relations with Departments of the Office of the Superintendent, Behavior as Team Player, Customer Service, Progress Towards Meeting Annual Goals, and School/Plant Facilities Utilization.

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

a. Principal Development? Yes

Principal performance successes or failures identified may cause initiation of professional development activities designed to address shortcomings.

b. Principal Compensation? No

NA

c. Principal Promotions? No

NA

d. Principal Retention and Removal? Yes

In part, principal performance evaluations are used to assist in determining the appropriateness for continued employment. In all cases, performance improvement plans are developed in order to assist the struggling principal to become successful. Many factors are considered in addition to the actual performance evaluation.

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

a. Student Achievement Outcomes? Yes

b. Student Growth Data? Yes

In addition to the completion of the principal's performance assessment rubric, a written anecdotal narrative evaluation and comments are provided each principal. This narrative document would include comments about student achievement outcomes, student growth data, as well as a whole host of other evaluative comments and suggestions.

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

Principals are evaluated based upon a sixteen (16) performance assessment categories. Each category is defined. The range of evaluation is unsatisfactory, basic, proficient and distinguished.

Does the LEA publicly report principal evaluation data by school?

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

No

NA

LEA Principal Evaluations Summary:

Rating System	Standard
Number Rated	9
Number Not Rated	_____
Total Number Employed	<u>9</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) %
RatingTitle			Unsatisfactory	Basic	Proficient	Distinguished	NA	NA
Unsatisfactory/Satisfactory			Unsatisfactory	Satisfactory	Satisfactory	Satisfactory	NA	Satisfactory

Totals	9	0 0%	1 11.1%	0 0%	8 88.9%	0 0%	0 0%	0 0%
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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**