

Pennsylvania  
Department of Education  
Teacher and Principal Evaluation Information  
Individual LEA Data  
For the 2011-12 Rating Period

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**GENERAL INFORMATION**

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**LEA Name:**

Bangor Area SD

**AUN Number:**

120480803

**Address:**

123 Five Points Richmond Rd Bangor, PA, 18013-5272

**Name Superintendent or Chief School Administrator:**

Dr. Frank DeFelice

**For Information Contact:**

Dr. Frank DeFelice

**Email:**

defelice@bangorsd.org

**Phone:**

6105882163

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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 district uses PDE forms 426 and 428 to evaluate the professional instructional staff. The PDE forms are based on the Danielson model of effective teaching and supporting research. Domain 1 includes comprehensive understanding of the content to be taught, knowledge of the student's backgrounds, and designing instruction and assessment. Domain 2 addresses the teacher's skill in establishing an environment conducive to learning, including both the physical and interpersonal aspects of the environment. Domain 3 is concerned with the teacher's skill in engaging each child in learning the content, and includes the wide range of instructional strategies that enable children to learn. Domain 4 includes a teacher's professional responsibilities, including self-assessment and reflection, communication with parents, professional development, and contributions to the school community. Annual evaluations are completed on teachers who hold a Level I instructional certificate and semi-annual evaluations are completed on teachers who hold a Level II instructional certificate.

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

a. Teacher Development? Yes

The central office administrative team along with the building level principals reviews all teacher evaluations on a continual basis in order to make recommendations based on our strategic plan as to which areas of professional development are needed for the instructional staff. Based on this collaboration, professional development is organized and arranged by the administrative team.

b. Teacher Compensation? No

c. Teacher Promotions? Yes

Teachers with exemplary evaluations are encouraged to pursue advanced degrees (administrative certifications).

d. Teacher Retention and Removal? Yes

Teachers who were rated "unsatisfactory" are placed on an Improvement Plan in an effort to improve their work performance. Two unsatisfactory evaluations may lead to dismissal.

**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

The rubric used for the teacher evaluations is based upon the research from the Charlotte Danielson model.

**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	218
Number Not Rated	23
Total Number Employed	<u>241</u>

**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
DeFranco El Sch	40	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	40 100 %
Bangor Area MS	50	7 14 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	43 86 %
Five Points El Sch	42	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	42 100 %
Bangor Area HS	68	16 23.5 %	1 1.5 %	0 0 %	0 0 %	0 0 %	0 0 %	51 75 %
Washington El Sch	41	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	41 100 %
<b>Totals</b>	<b>241</b>	<b>23 9.5 %</b>	<b>1 0.4 %</b>	<b>0 0 %</b>	<b>0 0 %</b>	<b>0 0 %</b>	<b>0 0 %</b>	<b>217 90 %</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

## PRINCIPAL INFORMATION

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

PDE-5501 is the form used to evaluate the building principals. Four areas of performance are scored including personality, preparation, technique, and pupil reaction. Personality traits include; exercises (prudent) judgment, maintains personal hygiene, maintains poise and composure, maintains professional attitudes. Preparation traits include; communicates with parents about student's progress, demonstrates appropriate language usage, demonstrates a willingness to cooperate toward district goals, evidences planning which reflects objectives and activities, keeps abreast of subject matter and special practices, provides appropriate instructional material to meet the student's needs. Technique traits include; demonstrates ability to organize for instruction, encourages students with appropriate reinforcement, provides an educational atmosphere consistent with instructional goals, provides for individual student differences, and utilizes appropriate strategies. Pupil reaction traits include; demonstrates work/study habits, evidences communication skills, exhibits behaviors conducive to learning, participates in learning activities.

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

a. Principal Development? Yes

Areas of concern for building administrators are brought to the attention of the Superintendent. Professional development activities are organized and provided by the central administrative team.

b. Principal Compensation? No

c. Principal Promotions? Yes

Principals who demonstrate quality performance on a consistent basis are encouraged to pursue advanced degrees (doctorate) while being recommended for cabinet level positions within the school district.

d. Principal Retention and Removal? Yes

Unsatisfactory performance will lead to an Improvement Plan under the supervision of the Superintendent of Schools. Two unsatisfactory evaluations may lead to dismissal.

**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
- b. Experienced Principals (More than 3 Years)? Twice a year

**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.) No

**Does your LEA have at least one Principal position?** Yes

**Does your LEA have at Standarized Principal Evaluation System?** Yes

**LEA Principal Evaluations Summary:**

Number Rated	7
Number Not Rated	<u>2</u>
Total Number Employed	<u><u>9</u></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) %
Unsatisfactory/Satisfactory			Unsatisfactory					Satisfactory
<b>Totals</b>	<b>9</b>	<b>2 22.2 %</b>	<b>0 0 %</b>	<b>0 0 %</b>	<b>0 0 %</b>	<b>0 0 %</b>	<b>0 0 %</b>	<b>7 77.8 %</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