

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

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**GENERAL INFORMATION**

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**LEA Name:**

Bear Creek Community CS

**AUN Number:**

118400001

**Address:**

2000 Bear Creek Blvd Wilkes-Barre, PA 18702

**Name Superintendent or Chief School Administrator:**

Jim Smith

**For Information Contact:**

Jim Smith

**Email:**

jim.smith@bearcreekschool.com

**Phone:**

570-820-4070

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**TEACHER INFORMATION**

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

Bear Creek Community Charter School's mission is to embrace a diverse student body and inspire student success through an innovative curriculum, the cultivation of environmental stewardship, and by holding students, parents, and staff accountable for results. We believe setting high expectations for academic achievement will lead students to be meaningful contributors to society. Quality teachers are critical to student achievement and we believe in providing teachers with the resources necessary to support their success and be held accountable for delivering measurable results. Bear Creek Community Charter School's teacher evaluation process includes multiple components, including classroom observations, formal evaluation, and annual goal setting. Evaluation criteria include the School's mission and core values, preparing and preparation for learning, instructional delivery, classroom management, interaction with others, and support of school programs. Teacher evaluation has an impact on professional development, staff retention, and financial compensation.

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

a. Teacher Development? Yes

Input received from professional staff during the collaborative evaluation process is incorporated into professional future development planning on a school-wide basis. Deficiencies or opportunities for improvement that are identified as a result of the evaluation process is also incorporated into professional development planning on both an individual and school-wide basis.

b. Teacher Compensation? Yes

Bear Creek Community Charter School employs a two-tier merit based salary system. The first tier is an annual salary increase based on school budget, external economic indicators and individual staff performance. The individual staff performance component is correlated to the annual performance evaluation. The second tier is an annual performance-based incentive distribution, that is based on meaningful and measurable goals identified at the beginning of each year between the Board of Trustees, administrators and staff. This includes academic achievement, student growth, stakeholder satisfaction and individual goals.

c. Teacher Promotions? Yes

Employee performance is considered when opportunities arise for advancement. Because Bear Creek Community Charter School is a small, single school with low turnover, advancement opportunities are limited.

d. Teacher Retention and Removal? Yes

Bear Creek Community Charter School utilizes employee performance as a factor in determining retention and removal. The School follows a progressive discipline system and invests significantly in professional development to help ensure the success of our staff.

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

a. Student Achievement Outcomes? Yes

b. Student Growth Data? Yes

Bear Creek Community Charter School has a three tiered evaluation process that includes classroom observation, formal evaluation and then annual goal setting. Student achievement and student academic growth are components of the annual goal setting process undertaken each year.

**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

Bear Creek Community utilizes an evaluation rubric predominantly based on the Danielson philosophy. Criteria includes support of the School's mission and core values, planning and preparation, instructional delivery, classroom management, interation with others, and support of school programs.

**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	26
Number Not Rated	0
Total Number Employed	<hr/> 26 <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
Bear Creek Community CS	26	0 0%	0 0%	0 0%	0 0%	2 7.7%	21 80.8%	3 11.5%
<b>Totals</b>	<b>26</b>	<b>0 0%</b>	<b>0 0%</b>	<b>0 0%</b>	<b>0 0%</b>	<b>2 7.7%</b>	<b>21 80.8%</b>	<b>3 11.5%</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:

Bear Creek Community Charter School's mission is to embrace a diverse student body and inspire student success through an innovative curriculum, the cultivation of environmental stewardship, and by holding students, parents, and staff accountable for results. We believe setting high expectations for academic achievement will lead students to be meaningful contributors to society. Quality staff are critical to student achievement and we believe in providing our staff with the resources necessary to support their success and be held accountable for delivering measurable results. Bear Creek Community Charter School's formal principal evaluation process is currently under development, but is expected to include multiple components, including informal observations, formal evaluation, and annual goal setting. Evaluation criteria include the School's mission and core values, among others.

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

a. Principal Development? Yes

Input received from the Principal or concerns and opportunities identified during the collaborative evaluation process is incorporated into individual professional opportunities for the Principal.

b. Principal Compensation? Yes

Bear Creek Community Charter School employs a two-tier merit based salary system. The first tier is an annual salary increase based on school budget, external economic indicators and individual staff performance. The individual staff performance component is correlated to the performance evaluation process. The second tier is an annual performance-based incentive distribution, that is based on meaningful and measurable goals identified at the beginning of each year between the Board of Trustees, administrators and staff. This includes academic achievement, state and federal performance targets, stakeholder satisfaction and individual goals.

c. Principal Promotions? NA

d. Principal Retention and Removal? Yes

Bear Creek Community Charter School utilizes employee performance as a factor in determining retention and removal. The School follows a progressive discipline system and invests significantly in professional development to help ensure the success of our staff.

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

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

Bear Creek Community Charter School is developing a three tiered evaluation process that includes informal observation, formal evaluation and then annual goal setting. Student academic growth and other state and federal targets are components of the annual goal setting process undertaken each year.

**How often does the LEA formally evaluate:**

- a. New Principals (Less than 3 Years)? Other
- 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.) No

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

**Does your LEA have at Standardized Principal Evaluation System?** No

**LEA Principal Evaluations Summary:**

Number Rated	1
Number Not Rated	0
Total Number Employed	1

**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>	*	* %	* %	* %	* %	* %	* %	* %

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**