

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

GENERAL INFORMATION

LEA Name:

Albert Gallatin Area SD

AUN Number:

101260303

Address:

2625 Morgantown Rd Uniontown, PA 15401

Name Superintendent or Chief School Administrator:

Mr. Carl Bezjak

For Information Contact:

Dr. Beth Hutson

Email:

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Phone:

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TEACHER INFORMATION

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

The Supervision/Evaluation Plan was developed through a combined effort of administrators and teachers seeking a system that positively affects the quality of teaching and learning. An effective comprehensive supervision/evaluation system provides all professional employees with performance feedback, opportunities for improvement through professional development and professional growth based on performance and experience. Performance documentation shall occur in natural situation more closely related to actual work and based on multiple data sources. Performance documentation shall occur through the process of formative supervision and summative evaluation. Through the formative supervision process, the objective is improvement and assistance in order to improve instruction and learning. Through the summative evaluation process, a formal method of reporting on the quality of work by an individual teacher is established. Temporary Professional Employees Temporary Professional Employees shall be defined as an individual who has been employed to perform for a limited time, the duties of a newly created position or of a regular professional employee whose services have been terminated by death, resignation, suspension or removal. The supervision of the Temporary Professional Employee shall align with the adopted Teacher Induction Plan (Revised Sept. 21, 2005). The evaluation of the Temporary Professional Employee shall align with the required PDE form 426. A three year process shall be implemented with a specific focus each year. Improvement Plans Improvement plans will be developed as determined by teacher performance and based on multiple data sources. Data collection tools may include; Walk-Through Forms, Anecdotal Record Form and data collected and stored on hand held devices. Year One focus shall encompass District Goals, Policies and Procedures. Each employee shall be given a "Temporary Professional Employee Folder" for the compilation of information during the three -year induction. Information to be compiled through the year may include but not be limited to: Lesson and Unit Plan Samples Sample/Description of Technology Use in

Classrooms Teacher Generated Assessments Classroom/Meet the Teacher Night Syllabus Self Reflection Form Visual Evidence of Classroom Environment Sample of Student Work (Anonymous) Evidence of Communication with Parents Summary of Professional Development Activities Professional Related Activities beyond the Regular School Day The Employee Handbook will serve as a guide. Two formal observations will occur. One formal observation shall be conducted by the Building Level Administration and one formal observation shall be conducted by Central Office Administration. PDE Form 426 will be used to collect performance data. Administrative "Walk-Throughs" shall be conducted on an ongoing basis. A conference between Administration and teacher will be held prior to the end of the school year. PDE Form 426 and PDE Form 5501 (DEBE) shall be used to determine whether a teacher's performance is satisfactory or unsatisfactory. Improvement goals for the next year will be discussed and identified during this conference. Long term substitute teachers shall be considered as Temporary Professional Employees if in the same position more than ninety-one and a half (91 1/2) days. Year Two Focus shall be determined by individual improvement goals identified during the previous end of year conference. A formal observation shall be conducted by the Building Level Administration. A second formal observation by Central Office Administration may be conducted as needed and as requested by the Building Level Administration. PDE Form 426 will be used to collect data. Administrative "Walk-Throughs" shall be conducted on an ongoing basis. A conference between Administration and teacher will be held prior to the end of the school year. The PDE Form 5501 (DEBE) shall be used to determine whether a teacher's performance is satisfactory or unsatisfactory. The "Self Reflection Form" will be used to help identify improvement goals. Improvement goals for the next year will be discussed and identified during this conference. Year Three Focus shall be determined through the compilation of an Individual Professional Development Plan. A formal observation shall be conducted by the Building Level Administration and the Superintendent. The Differentiated Supervision Request Form must be submitted for approval. Administrative "Walk-Through" shall be conducted on an ongoing basis. Feedback may be provided through the optional "Walk-through" form. The PDE Form 5501 (DEBE) shall be used to determine whether a teacher's performance is satisfactory or unsatisfactory. A conference between Administration and teacher will be held prior to the end of the school year. Improvement goals as needed for the next year will be identified at this conference. Improvement plans Improvement plans will be developed as determined by teacher performance and based on multiple data sources. Data collection tools may include; Walk-through Forms, Anecdotal Record Form and data collected and stored on hand held devices. If identified for needing improvement, a teacher will not be permitted to participate in the Differentiated Supervision option. The teacher requiring improvement shall follow the same process of Supervision/Evaluation as identified for the Year Two Temporary Professional Employee. PDE Form 428 will be used to collect data for the tenured teacher needing improvement.

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

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

Teachers with unsatisfactory ratings who fail to adhere to improvement plan recommendations are subject to disciplinary action.

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. No

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	248
Number Not Rated	0
Total Number Employed	248

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	NA	NA	Satisfactory	Satisfactory
Albert Gallatin South MS	30	0 0 %	0 0 %	30 100 %	0 0 %	0 0 %	0 0 %	0 0 %
Albert Gallatin North MS	30	0 0 %	0 0 %	30 100 %	0 0 %	0 0 %	0 0 %	0 0 %
Masontown El Sch	20	0 0 %	0 0 %	20 100 %	0 0 %	0 0 %	0 0 %	0 0 %
Albert Gallatin Area SHS	71	0 0 %	1 1.4 %	70 98.6 %	0 0 %	0 0 %	0 0 %	0 0 %
Friendship Hill El Sch	16	0 0 %	0 0 %	16 100 %	0 0 %	0 0 %	0 0 %	0 0 %
Smithfield El Sch	20	0 0 %	0 0 %	20 100 %	0 0 %	0 0 %	0 0 %	0 0 %
George J Plava El Sch	22	0 0 %	0 0 %	22 100 %	0 0 %	0 0 %	0 0 %	0 0 %
D Ferd Swaney El Sch	17	0 0 %	0 0 %	17 100 %	0 0 %	0 0 %	0 0 %	0 0 %
A L Wilson El Sch	22	0 0 %	0 0 %	22 100 %	0 0 %	0 0 %	0 0 %	0 0 %

Totals	248	0 0%	1 0.4%	247 99.6%	0 0%	0 0%	0 0%	0 0%
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Note: - All Building percentages are the result of dividing the number of ratings at each level (Numberator) by the building total (Denominator)

- 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**

PRINCIPAL INFORMATION

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

The Albert Gallatin Area School District evaluates principals on an annual basis using a locally developed instrument. The administrative evaluation form assesses principal competencies in the areas of: 1) management and organizational skills, 2) professional and personal attributes, and 3) progress toward the attainment of annual professional goals. The quality indicators that follow are used to assess competencies in each of these areas: outstanding, satisfactory, needs improvement, and unsatisfactory. Elementary principals are evaluated by the superintendent and the supervisor of elementary education. Likewise, secondary principals are evaluated by the superintendent and the supervisor of secondary education. Principals receive feedback via a post-observation conference. During the 2012-13 school year, three principals were evaluated using the principal effectiveness rubric.

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

a. Principal Development? Yes

Principals with unsatisfactory ratings receive professional development responsive to their needs.

b. Principal Compensation? No

c. Principal Promotions? No

d. Principal Retention and Removal? Yes

Principals with unsatisfactory ratings are placed on improvement plans. In instances where improvement plan goals are not met, disciplinary action is taken.

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)? 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.) 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	4
Number Not Rated	<u>0</u>
Total Number Employed	<u><u>4</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	NA	NA	Satisfactory	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