### GENERAL INFORMATION

**LEA Name:**  
Baldwin-Whitehall SD

**AUN Number:**  
103021102

**Address:**  
4900 Curry Rd  Pittsburgh, PA  15236

**Name Superintendent or Chief School Administrator:**  
Randal A. Lutz

**For Information Contact:**  
Georgann Helman

**Email:**  
rlutz@bwschools.net

**Phone:**  
412-884-6300

### TEACHER INFORMATION

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

Teachers that have not obtained tenure or that are in their first three years of service in the school district are observed and evaluated twice annually. Tenured staff are observed and evaluated once annually. PDE Form 426 is used for non-tenured staff. An approved variant of PDE 5501 is used for all other staff. Feedback is provided in narrative form for each area (Personality, Preparation, Technique, Pupil Reaction).

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

- **a. Teacher Development?**  
  - Yes

  Based upon patterns of findings during evaluations, professional development topics are added or deleted from the program.
b. Teacher Compensation? Yes
   An unsatisfactory rating will result in no step advancement for teachers
c. Teacher Promotions? Yes
   A rating of unsatisfactory will result in a salary freeze for that school year.
d. Teacher Retention and Removal? Yes
   Teachers can be removed from their position due to consecutive unsatisfactory ratings.

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:

<table>
<thead>
<tr>
<th>Category</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number Rated</td>
<td>284</td>
</tr>
<tr>
<td>Number Not Rated</td>
<td>0</td>
</tr>
<tr>
<td>Total Number Employed</td>
<td>284</td>
</tr>
</tbody>
</table>

LEA Teacher Evaluations Detail:
<table>
<thead>
<tr>
<th>Un satisfactory/Satisfactory</th>
<th>Unsatisfactory</th>
<th>Level 1</th>
<th>Level 2</th>
<th>Level 3</th>
<th>Level 4</th>
<th>Level 5</th>
<th>Level 6</th>
</tr>
</thead>
<tbody>
<tr>
<td>Harrison MS</td>
<td>60 0 %</td>
<td>0 0 %</td>
<td>0 0 %</td>
<td>0 0 %</td>
<td>0 0 %</td>
<td>0 0 %</td>
<td>60 100 %</td>
</tr>
<tr>
<td>Paynter El Sch</td>
<td>52 0 %</td>
<td>0 0 %</td>
<td>0 0 %</td>
<td>0 0 %</td>
<td>0 0 %</td>
<td>0 0 %</td>
<td>52 100 %</td>
</tr>
<tr>
<td>Baldwin SHS</td>
<td>101 0 %</td>
<td>0 0 %</td>
<td>0 0 %</td>
<td>0 0 %</td>
<td>0 0 %</td>
<td>0 0 %</td>
<td>101 100 %</td>
</tr>
<tr>
<td>Whitehall El Sch</td>
<td>43 0 %</td>
<td>0 0 %</td>
<td>0 0 %</td>
<td>0 0 %</td>
<td>0 0 %</td>
<td>0 0 %</td>
<td>43 100 %</td>
</tr>
<tr>
<td>McAnulty El Sch</td>
<td>28 0 %</td>
<td>0 0 %</td>
<td>0 0 %</td>
<td>0 0 %</td>
<td>0 0 %</td>
<td>0 0 %</td>
<td>28 100 %</td>
</tr>
<tr>
<td>Totals</td>
<td>284 0 %</td>
<td>0 0 %</td>
<td>0 0 %</td>
<td>0 0 %</td>
<td>0 0 %</td>
<td>0 0 %</td>
<td>284 100 %</td>
</tr>
</tbody>
</table>

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:

Principal evaluation is comprised of two parts. Goal attainment and ability to accomplish core elements of position. Principals are evaluated on each section and then given an overall evaluation. Narrative feedback is given for each section.

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

- a. Principal Development? Yes
  
  Topics are selected based upon observed needs of principals
- b. Principal Compensation? No
- c. Principal Promotions? Yes
  
  Informally, if a principal is not successful at one level they will not be promoted.
- d. Principal Retention and Removal? Yes
  
  Ineffective principals will be removed from their position.

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

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

Principals receive feedback regarding student achievement in several areas within the evaluation.

**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 a Standarized Principal Evaluation System?** Yes

### LEA Principal Evaluations Summary:

- Number Rated: 9
- Number Not Rated: 1
- Total Number Employed: 10

### LEA Principal Evaluation Detail:

<table>
<thead>
<tr>
<th>Level</th>
<th>Total Employed</th>
<th>Not Rated</th>
<th>Level 1 %</th>
<th>Level 2 %</th>
<th>Level 3 %</th>
<th>Level 4 %</th>
<th>Level 5 %</th>
<th>Level 6 %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unsatisfactory/Satisfactory</td>
<td>10</td>
<td>1</td>
<td>10 %</td>
<td>0</td>
<td>0 %</td>
<td>0</td>
<td>0 %</td>
<td>0</td>
</tr>
<tr>
<td>Unsatisfactory</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Satisfactory</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Satisfactory</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>9 90 %</td>
</tr>
</tbody>
</table>

**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