

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

GENERAL INFORMATION

LEA Name:

Bangor Area SD

AUN Number:

120480803

Address:

123 Five Points Richmond Rd Bangor, PA 18013

Name Superintendent or Chief School Administrator:

Dr. Frank DeFelice

For Information Contact:

Dr. Frank DeFelice

Email:

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Phone:

(610) 588-2163

TEACHER INFORMATION

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 are 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	191
Number Not Rated	38
Total Number Employed	<hr/> 229 <hr/> <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
DeFranco El Sch	38	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	38 100 %
Bangor Area MS	41	1 2.4 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	40 97.6 %
Five Points El Sch	41	1 2.4 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	40 97.6 %
Bangor Area HS	70	36 51.4 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	34 48.6 %
Washington El Sch	39	0 0 %	1 2.6 %	0 0 %	0 0 %	0 0 %	0 0 %	38 97.4 %
Totals	229	38 16.6 %	1 0.4 %	0 0 %	0 0 %	0 0 %	0 0 %	190 83 %

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 deducted , 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 Bangor Area School District evaluates administrators twice during the school year. The mid-year evaluation is a narrative describing the administrator's performance. A rating scale to evaluate administrators' performance in categories such as, thought process, professional ethics, communication, organization, leadership, curriculum, student discipline, budgeting, scheduling, and district-assigned goals is used at the end of the year. There are a total of thirty-seven descriptors. The performance of the administrator on each of the descriptors is rated on a scale of one to four, with four meaning exceeds expectations and one meaning does not meet expectations in many cases. The score for each descriptor is combined to determine an overall performance rating of either distinguished, proficient, needs improvement or failing. An overall performance of needs improvement is considered satisfactory unless it is the second needs improvement within ten years. A needs improvement or failing rating requires that the administrator participate in a Performance Improvement Plan which must be satisfactorily completed within four months. Two successive unsatisfactory ratings may lead to dismissal.

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 Standardized Principal Evaluation System? Yes

LEA Principal Evaluations Summary:

Number Rated	10	
Number Not Rated	0	
Total Number Employed	10	

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	
Totals	10	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	10	100%

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**

