

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:**

Bellwood-Antis SD

**AUN Number:**

108071003

**Address:**

300 Martin Street Bellwood, PA 16617

**Name Superintendent or Chief School Administrator:**

Dr. G. Brian Toth

**For Information Contact:**

Deborah Sitman

**Email:**

dks@blwd.k12.pa.us

**Phone:**

814-742-2271

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**TEACHER INFORMATION**

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

The assessment and evaluation process for all Bellwood-Antis School District teachers is based on the PDE 426, 427 and 428. Principals, Assistant Principals, Director of Special Education and the Superintendent do evaluations. All of the aforementioned administrators receive annual training in the Robert Marzano and Charlotte Danielson philosophy of evaluation. Teachers are provided training on both the Danielson and Marzano models by their respective principals and have input to the walkthrough forms used and through the post-conference. Evaluations are annual for tenured staff and bi-annual for non-tenured staff. Bellwood-Antis also uses the iObservation walkthrough tool for multiple observations throughout the school year. For these walk throughs, we base the form on the Pennsylvania Literacy Network strategies of instruction.

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

a. Teacher Development?

Yes

Should staff members have a common or individual weakness, their immediate supervisor in conjunction with a teacher mentor will provide individual support. Should the area of needs to improve instruction impact multiple teachers, then building or district professional development is provided. We utilize trained staff members to provide the professional development.

b. Teacher Compensation? Yes

Teachers rated unsatisfactory face the possibility of not receiving a salary increase.

c. Teacher Promotions? No

No.

d. Teacher Retention and Removal? Yes

Yes. These forms and additional artifacts are used to rate teachers unsatisfactory and recommend dismissal if warranted.

**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	89
Number Not Rated	0
Total Number Employed	89

**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
Bellwood Antis MS	24	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	24 100 %
Bellwood-Antis HS	34	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	34 100 %
Lewis M Myers El Sch	31	0 0 %	2 6.5 %	0 0 %	0 0 %	0 0 %	0 0 %	29 93.5 %
<b>Totals</b>	<b>89</b>	<b>0 0 %</b>	<b>2 2.2 %</b>	<b>0 0 %</b>	<b>0 0 %</b>	<b>0 0 %</b>	<b>0 0 %</b>	<b>87 97.8 %</b>

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:

All administrative staff, including principals, are evaluated bi-annually. A bi-annual evaluation is scheduled for new administrators or more frequently. The Bellwood-Antis School District uses the PA Corollary Leadership Standards as the basis for the categorical areas and principals provide evidence of completion of goals that are linked directly to the strategic plan. The strategic plan of the district is based on the Standards Aligned Systems model. The Superintendent evaluates all administrators. All administrators are required to provide supplemental materials for their evaluation via an annual portfolio.

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

a. Principal Development? Yes

If a principal is rated unsatisfactory or in need of improvement, an improvement plan is implemented that includes further professional learning.

b. Principal Compensation? Yes

If a principal is rated unsatisfactory or in need of improvement, an improvement plan is implemented that includes withholding any raise in salary.

c. Principal Promotions? No

d. Principal Retention and Removal? Yes

If a principal is rated unsatisfactory, termination is an option.

### 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. Yes

All administrative staff, including principals, are evaluated bi-annually. A bi-annual evaluation is scheduled for new administrators or more frequently. The Bellwood-Antis School District uses the PA Corollary Leadership Standards as the basis for the categorical areas and principals provide evidence of completion of goals that are linked directly to the strategic plan. The strategic plan of the district is based on the Standards Aligned Systems model. All administrators are required to provide supplemental materials for their evaluation via an annual portfolio.

**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		3
Number Not Rated		0
Total Number Employed		3

**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 (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

