

Pennsylvania
Department of Education
Teacher and Principal Evaluation Information
Individual LEA Data
For the 2013-14 Rating Period

GENERAL INFORMATION

Name of LEQ or Charter School:

Bellwood-Antis SD

AUN Number:

108071003

Address of LEA or Charter School:

300 Martin Street Bellwood, PA 16617

Name Superintendent or Chief School Administrator:

Dr. Thomas R. McInroy

For Information Contact:

Dr. Thomas R. McInroy

Email:

trmcinroy@blwd.k12.pa.us

Phone:

(814) 742-2271 - 4117

TEACHER INFORMATION

If the LEA does not use their teacher evaluation system as a basis for the following, their decision criteria is provided:

- a. Professional Development?
- b. Teacher Compensation?

The teacher contract is not structured to allow compensation as it relates to performance. Additionally, it is the District's belief that not all children are created equally and, therefore, grow and learn at different rates. To base compensation of professional employees based on a high stake tests is not appropriate. Principals conduct teacher evaluations based on the items outlined on the PDE 82-1 form. These include, but are not limited to: anticipator set, body of the lesson, conclusion, local assessment, placement of the lesson within the unit and curriculum in its entirety, appropriateness of teacher interaction with the students, quality and frequency of communication with parents, differentiation of instruction, level of cooperation with other professionals as it relates education of children, and infusion of technology within the lesson.

c. Teacher Advancement/Promotions?

d. Teacher Retention and Removal?

Does the LEA use weighting formula(e) and/or rubric(s) to guide teacher evaluators?(Charter Schools Only)

a. Yes or No? If Yes, describe background and process.

Does the LEA teacher evaluation system described above include the following as evaluation criterion:(Charter Schools Only)

a. Student Achievement Outcomes?

b. Student Growth Data?

How often does the LEA formally evaluate:

a. Temporary Professionals (Less than 3 Years)? Twice a year

b. Professionals (More than 3 Years)? Annually

LEA Teacher Evaluations Summary:

Number Rated	92
Number Not Rated	2
Total Number Employed	<u>94</u>

LEA Teacher Evaluations Detail:

	Total Employed	Not Rated	Level 1	Level 2	Level 3	Level 4	Unsatisfactory	Satisfactory
	(Denominator)	(Numerator) %	(Numerator) %	(Numerator) %	(Numerator) %	(Numerator) %	(Numerator) %	(Numerator) %
Bellwood Antis MS	32	1 3.1%	0 0%	2 6.3%	29 90.6%	0 0%	0 0%	31 96.9%
Bellwood-Antis HS	28	1 3.6%	0 0%	0 0%	25 89.3%	2 7.1%	0 0%	27 96.4%
Lewis M Myers El Sch	34	0 0%	0 0%	0 0%	23 67.6%	11 32.4%	0 0%	34 100%
Totals	94	2 2.1%	0 0%	2 2.1%	77 81.9%	13 13.8%	0 0%	92 97.9%

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 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 Bellwood-Antis School District believes the principals are the instructional leaders of the school district. The Superintendent evaluates the principals annually based on the Educational Leadership Constituents Council (ELCC) Standards for Advanced Programs in Educational Leadership. There are six ELCC standards: Standard 1 – Vision; Standard 2 – School Culture; Standard 3 – Management; Standard 4 – Collaboration and Communication; Standard 5 – Ethics; and Standard 6 – Political, Social, Economic, Legal, and Cultural Context. From the ELCC Standards, there are three models used to guide the administration in leading the school district. They are: adapted Site-Based Management, Hersey-Blanchard's Maturity Model, and Stephen Covey's Seven Habits of Highly Effective People. These theoretical leadership models are imbedded into the daily operations at the building and district level. During the summer months, the administration reviews the progress of the strategic plan and then develops goals from the plan's evaluation. These goals, in association with the items mentioned above are used in the principal evaluation process. The principals develop their goals and submit them to the Superintendent. They are reviewed with the principal and an implementation plan is developed. The principals are observed periodically during the school year on an informal basis. If there is a concern about the principal's effectiveness, formal observations are developed in conjunction with the principal. At the end of the school year, the principal has an end of the year evaluation review with the superintendent. The goals are evaluated and if the principal is rated an "Unsatisfactory" he/she is placed in a plan of improvement. This would include formal meetings on a weekly basis and formal evaluations completed at the end of each semester. If the principal is not able to be rated satisfactory, then the District Policy and School Code of 1949 are used for dismissal proceeding purposes.

If the LEA does not use their principal evaluation system as a basis for the following, their decision criteria is provided:

a. Principal Development?

b. Principal Compensation?

The Act 93 contract is not structured to allow compensation relating to performance. Additionally, it is the District's belief that not all children are created equally and therefore grow and learn at different rates. To base compensation of professional employees based on a high stake tests is not appropriate. Principals are evaluated based the ELCC Standards are used in the evaluation process. The Principals are observed by the Superintendent and Principals present a portfolio based on the ELCC Standards at the end of the year. Those items include, but are not limited to: day to day performance, interaction with students and parents, timely submission of relevant documents, and leadership skills relating to all aspects of building operations.

c. Principal Promotions?

There is no opportunity for advancement within the organization.

d. Principal Retention and Removal?

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

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

How often does the LEA formally evaluate:

- a. New Principals (Less than 3 Years)? Twice a year
- 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. NA

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	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
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**

