

Pennsylvania  
Department of Education  
Teacher and Principal Evaluation Information  
Individual LEA Data  
For the 2009-10 Rating Period

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GENERAL INFORMATION

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**LEA Name:**

Crawford County CTC

**AUN Number:**

105201407

**Address:**

860 Thurston Road Meadville, PA 16335-2152

**Name Superintendent or Chief School Administrator:**

Neil Donovan, Vocational Director

**For Information Contact:**

Neil Donovan

**Email:**

ndonovan@crawfordctc.org

**Phone:**

814-724-8238

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TEACHER INFORMATION

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

The Vocational Director and Assistant Director are responsible for all teacher evaluations. The DEBE was replaced in 2004 by the PDE 426 and 428. Tenured instructors are evaluated annually, while teachers with less than six consecutive "Satisfactory" ratings (non-tenured teachers) are evaluated twice annually. The evaluation process is as follows: 1. Teachers present a lesson plan for the lesson(s) to be observed. 2. An administrator observes the lesson. 3. The teacher and administrator meet after the lesson to discuss the effectiveness of the lesson. Written comments and the discussion in the post-evaluation session form the basis for each individual instructor's recommendations for improvement. The recommendations are reviewed prior to the subsequent observation. These formal classroom observations, combined with informal observation, form the basis for the PDE 426, 428 evaluations. Professional development is based upon perceived needs of individual teachers and collective areas of concern for the staff.

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

a. Teacher Development? Yes

Yes, if a teacher demonstrates a weakness that may be addressed via professional development, Administration may prescribe coursework, peer remediation etc. to assist the deficient teacher. If the weakness appears to exist in many or most of the faculty, school-wide professional development will be initiated.

b. Teacher Compensation? No

c. Teacher Promotions? No

d. Teacher Retention and Removal? Yes

As has traditionally been the case in PA, two consecutive "Unsatisfactory" ratings on the PDE 428 may lead to a teacher's 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. No

NA

**Does the LEA publicly report teacher evaluation data by school?**

a. Yes or No? (Web link provided if applicable.) No

NA

**LEA Teacher Evaluations Summary:**

Number Rated 23

Number Not Rated

Total Number Employed 23

**LEA Teacher Evaluations Detail:**

**Standard Evaluation System:**

<b>Building</b>	<b>Total Employed</b>	<b>Not Rated</b>		<b>Satisfactory</b>		<b>Unsatisfactory</b>	
	<b>(Denominator)</b>	<b>(Numerator)</b>	<b>%</b>	<b>(Numerator)</b>	<b>%</b>	<b>(Numerator)</b>	<b>%</b>
Crawford County CTC	23	0	0 %	22	95.7 %	1	4.3 %
<b>Totals</b>	<b>23</b>	<b>0</b>	<b>0 %</b>	<b>22</b>	<b>95.7 %</b>	<b>1</b>	<b>4.3 %</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 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 Vocational Director evaluates the Principal on an annual basis. This evaluation groups skills into four general categories: Organizational Skills, Interpersonal Skills, Leadership Skills and Pedagogical Skills. The same tool is used by the Principal to conduct a "self-evaluation". Both administrators meet to discuss the evaluation tools; the Vocational Director offers commendation for areas of strength and directives for improvement in areas of perceived weakness.

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

a. Principal Development? Yes

The principal is expected to keep abreast of PDE and local initiative in such matters as Academic Integration, Assessment Anchors, etc. The principal is required to participate in training to incorporate this level of instructional leadership in our school.

bPrincipal Compensation?

c. Principal Promotions? Yes

In an informal way, the principal is expected to keep abreast of current PDE and local initiatives if he/she expects to be considered for a potential Vocational Director's position.

d. Principal Retention and Removal? Yes

If a principal receives poor evaluations and does not take prescribed steps to improve performance, he/she is in danger of termination.

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

- a. Student Achievement Outcomes? No
- b. Student Growth Data? No

NA

**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

NA

**LEA Principal Evaluations Summary:**

Rating System	No
Number Rated	1
Number Not Rated	_____
Total Number Employed	<u>1</u>

**LEA Principal Evaluation Detail:**

	<b>Total Employed</b>	<b>Not Rated</b>	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>	<b>Level 4</b>	<b>Level 5</b>	<b>Level 6</b>
	<b>(Denominator)</b>	<b>(Numerator) %</b>						
RatingTitle								
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