

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

GENERAL INFORMATION

LEA Name:

Eastern Westmoreland CTC

AUN Number:

107652207

Address:

4904 Route 982 Latrobe, PA 15650-2399

Name Superintendent or Chief School Administrator:

Marie Bowers

For Information Contact:

Marie Bowers

Email:

mbowers@wiu.k12.pa.us

Phone:

724-539-9788

TEACHER INFORMATION

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

Our school uses PDE form 5501 to evaluate our teachers. We use indicators on these forms as we evaluate teachers during annual observations of Instructional I teachers and semi-annual observations of Instructional II teachers. These observations are completed through Observation Reports of Professional Performance. Each of the four indicators (Personality, Preparation, Technique, and Pupil Reaction) are evaluated in multiple areas. Teachers are rated Outstanding, Satisfactory, Needs Improvement, or Unsatisfactory in each of these areas and receive an overall rating for each indicator of Satisfactory or Unsatisfactory. Teachers who are identified as having a need for improvement through this process are provided Professional Plans for Improvement and are observed more frequently as defined therein. Our school does not use the evaluation system to inform salary decisions however unsatisfactory evaluations can lead to dismissal. Our professional development planning is focused specifically on improving student achievement.

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

- a. Teacher Development? No
- b. Teacher Compensation? No
- c. Teacher Promotions? No
- d. Teacher Retention and Removal? Yes

Teachers who receive unsatisfactory ratings on successive evaluations may be dismissed.

Does the LEA teacher 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 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
- NA

LEA Teacher Evaluations Summary:

Number Rated		20
Number Not Rated		
Total Number Employed		20

LEA Teacher Evaluations Detail:

Standard Evaluation System:

Building	Total Employed	Not Rated		Satisfactory		Unsatisfactory	
	(Denominator)	(Numerator)	%	(Numerator)	%	(Numerator)	%
Eastern Westmoreland CTC	20	0	0 %	19	95 %	1	5 %
Totals	20	0	0 %	19	95 %	1	5 %

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:

Eastern Westmoreland Career and Technology Center's Principal Evaluation System is based on an Administrative Staff Performance Evaluation tool developed by the local intermediate unit and is completed by the Administrative Director. The assessment rubric includes self-assessment and supervisor evaluation components. The Principal is evaluated in 4 category areas: Resources, Education, Assistance, and Leadership. Each of these categories includes one or more sub-categories. Ratings for each category are determined on the following scale: Distinguished, Exceeds expectations, Meets Expectations, or Unsatisfactory. Ratings of Distinguished or Unsatisfactory must be supported by evidence described in a comment box. The Administrative Staff Annual Evaluation includes the collaborative development of goals, a mid-year self-assessment, a mid-year conference, an end-of-year self- assessment, and an end-of-year conference. The Final Evaluation Summary includes a Performance Evaluation, a Goal Evaluation, and an Overall Evaluation.

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

a. Principal Development? Yes

If there are areas where improvement is needed, the principal may be directed to attend professional development to address the need.

bPrincipal Compensation? No

c. Principal Promotions? No

d. Principal Retention and Removal? Yes

If the principal rec eives successive unsatisfactory evaluations, they may be dismissed.

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)? 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

LEA Principal Evaluations Summary:

Rating System	Standard
Number Rated	
Number Not Rated	<u>1</u>
Total Number Employed	<u><u>1</u></u>

LEA Principal Evaluation Detail:

	Total Employed	Not Rated	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
	(Denominator)	(Numerator) %						
RatingTitle			Unsatisfactory	Meets Expectations	Exceeds Expectations	Distinguished	NA	NA
Unsatisfactory/Satisfactory			Unsatisfactory	Satisfactory	Satisfactory	Satisfactory		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