

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

GENERAL INFORMATION

LEA Name:

Franklin County CTC

AUN Number:

112282307

Address:

2463 Loop Road Chambersburg, PA 17202-8847

Name Superintendent or Chief School Administrator:

B. Keith Yohn

For Information Contact:

B. Keith Yohn

Email:

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TEACHER INFORMATION

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

FCCTC uses PDE form 5501 to evaluate instructors. FCCTC uses the indicators on the form to help the Administrative Director, Supervisor, and Principal as they evaluate the instructors during annual observations of Vocational I & II and Instructional I & II employees and more often for instructors who held an Emergency, Intern, or Instructional I Certification. Instructors who are identified as needing improvement are given an action plan and are observed bi monthly with coaching between observations. After each evaluation, a post - conference is held between the evaluator and the instructor to discuss the evaluation document

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

a. Teacher Development?

No

NA

b. Teacher Compensation? No

NA

c. Teacher Promotions? No

NA

d. Teacher Retention and Removal? Yes

FCCTC follows the PA Code and dismisses teachers who have accumulated 2 consecutive unsatisfactory evaluations

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)? More than 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

FCCTC has established a rubric for use with the PDE 5501 form that measures instructors competence on the following point system 1) Personality/Personal Charistics - Maximum Points =85. 2) Preparation - Maximum Points = 40. 3) Techniques - Maximum Points = 90. 4) Pupil Reaction - Maximum Points = 50. Evaluators use indicators listed on the form to determine the instructors rating. The maximum score a Instructor can earn is 265; a satisfactory score is defined as a total of 200 points; an unsatisfactory rating is a score of 199 or less.

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 25

Number Not Rated

Total Number Employed 25

LEA Teacher Evaluations Detail:

Standard Evaluation System:

Building	Total Employed	Not Rated		Satisfactory		Unsatisfactory	
	(Denominator)	(Numerator)	%	(Numerator)	%	(Numerator)	%
Franklin County CTC	25	0	0 %	25	100 %	0	0 %
Totals	25	0	0 %	25	100 %	0	0 %

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 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 FCCTC's forms used for Principal evaluation are PDE5501 and FCCTC Administrative Rating form. Criteria for evaluations are goal and performance based encompassing criteria from Personal/Professional abilities, Leadership, Performance of other duties as needed, and Departmental Goals. The rubric is based on a scale of 0-4, with 4 being exceptional and 0 being poor. The Principal is evaluated by the Administrative Director on an bi-annual basis. A post evaluation meeting is held to discuss the rating and advise on efforts for improvement. If an unsatisfactory is warranted, a plan of improvement is implemented with the expectations set forth for improvement. If within four months there is no improvement with the implementation plan as a guide, dismissal may occur.

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

a. Principal Development? Yes

FCCTC's evaluation instrument is based on goals and performance. If goals are not achieved or performance is poor, professional development activities are recommended for the individual.

bPrincipal Compensation? Yes

FCCTC's evaluation instrument is tied to the Act 93 contract and specifies compensation increases.

c. Principal Promotions? NA

NA

d. Principal Retention and Removal? Yes

If and unsatisfactory is issued for poor performance an improvement plan is implemented as an effort for the individual to improve. If the individual does not improve after 4 months and is issued a second unsatisfactory, removal may occur.

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)? 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

The FCCTC evaluates its Principal/ Supervisor bi-annually using a district approved rating form. The areas include Personal/Professional = Maximum 20pts. Leadership = Maximum 20pts. Performance of other duties as needed = Maximum 20pts. Department Goals = Maximum 40pts. for a total of 100pts. A satisfactory score is defined as a total of 75 pts. or higher. An unsatisfactory is any score less than 75pt.

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	Standard
Number Rated	1
Number Not Rated	_____
Total Number Employed	1

LEA Principal Evaluation Detail:

	Total Employed	Not Rated	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
	(Denominator)	(Numerator) %						
RatingTitle			0	1	2	3	4	
Unsatisfactory/Satisfactory			Unsatisfactory	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