

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

GENERAL INFORMATION

LEA Name:

Indiana County Technology Center

AUN Number:

128324207

Address:

441 Hamill Rd Indiana, PA 15701-1465

Name Superintendent or Chief School Administrator:

Carol Jean Fry

For Information Contact:

Carol Jean Fry

Email:

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Phone:

724-349-6700, ext 101

TEACHER INFORMATION

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

Our district uses the PDE 5501 form for end-of-year teacher evaluations. Information from the teachers' classroom observations, typically two per year, are used as source documents for the PDE 5501. Using the descriptors in each category, the rater will attach a numerical value to the employee's performance in each of the four categories -- Personality, Preparation, Technique, and Pupil Reaction -- to a maximum numerical value of 20 points per category. A rating in any category of less than 20 points is substantiated by anecdotal records and discussed with the employee. There are only two levels of performance: Satisfactory and Unsatisfactory. A rating of less than 20 points in any one category shall be documented and discussed with the employee. Two consecutive unsatisfactory ratings of a professional employee are necessary to support a dismissal on the grounds of incompetency. All teacher evaluations are performed by the director and/or principal. A copy of the rating shall be signed by the evaluator and discussed with the employee.

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

a. Teacher Development? Yes

Teachers must continuously be assessed, receive feedback, and participate in staff development to hone their skills. Upon review of the teacher evaluations by the principal and the CTC director, suggestions will be made to the ACT 48 committee regarding professional development programs. In addition, the administration may recommend professional development activities and courses to individual teachers based on an individual rating.

b. Teacher Compensation? No

NA

c. Teacher Promotions? No

NA

d. Teacher Retention and Removal? Yes

Our district 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

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 15

Number Not Rated

Total Number Employed 15

LEA Teacher Evaluations Detail:

Standard Evaluation System:

Building	Total Employed	Not Rated		Satisfactory		Unsatisfactory	
	(Denominator)	(Numerator)	%	(Numerator)	%	(Numerator)	%
Indiana County Technology Center	15	0	0 %	15	100 %	0	0 %
Totals	15	0	0 %	15	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 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:

Our district uses the PDE 5501 form and an Alternative Performance Evaluation for ACT 93 Administrators based on Charlott Danielson's work. The principal is evaluated by the director and receives both evaluation instruments at the end of each school year. The ACT 93 Administrative Performance Evaluations includes the following categories: Knowledge, Continuous Professional Growth, Evidence of Effective Results, Planning/Management Process, Management of Human, Physical, and Financial Resources, Problem solving/Decision Making, Organizational Ability, Initiative and Creativity, Communication Skills, Supervision, Human Relations Skills, and Responsive. Each category is rated using the following level: A=Acceptable (Meets or exceeds expectation/job description); NI=Needs improvement (Improvement is needed in this area); NA=Not acceptable (Unacceptable level of performance). Comments are encouraged in all categories and are required for NI and NA levels of performance. This end of year ACT 93 Performance Evaluation is used to develop annual goals with timelines and benchmarks. A copy of the evaluating is signed by the evaluator and administrator.

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

a. Principal Development? Yes

Weaknesses are addressed by suggesting professional development opportunities, example, conferences, workshop, etc.

bPrincipal Compensation? Yes

In the event of an unsatisfactory evaluation, the ACT 93 raise for that year would not be granted.

c. Principal Promotions? No

NA

d. Principal Retention and Removal? Yes

In the event of unsatisfactory evaluations for consecutive years, employment could be terminated by the JOC.

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. Yes

A = Acceptable (meets or exceeds expectation/job description); NI = Needs improvement (improvement is needed in this area); NA = Not acceptable (Unacceptable level of performance).

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	<u>1</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/Satisfactory			Unsatisfactory					Satisfactory
Totals	*	* %	* %	* %	* %	* %	* %	* %

Note: - 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**