

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:**

Bear Creek Community CS

**AUN Number:**

118400001

**Address:**

2000 Bear Creek Blvd Wilkes-Barre, PA 18702

**Name Superintendent or Chief School Administrator:**

Margaret S. Foster

**For Information Contact:**

Margaret S. Foster

**Email:**

margaret.foster@bearcreekschool.com

**Phone:**

570-820-4070

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TEACHER INFORMATION

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

Bear Creek Community Charter School evaluates professional staff a minimum of two times a year formally. Additionally, there are multiple classroom observations and student data review meetings with the Chief Academic Officer three times at year following benchmark assessments.

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

a. Teacher Development?

No

b. Teacher Compensation? Yes

Teachers are compensated based on their performance reviews and their overall performance score.

c. Teacher Promotions? No

d. Teacher Retention and Removal? Yes

Teachers evaluated as below expectations are provided with a Professional Improvement Plan which is an intense remedial program. Failure to successfully complete this PIP will result in termination.

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

a. Student Achievement Outcomes? Yes

b. Student Growth Data? Yes

Student benchmark data is used to determine growth.

**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)? Twice a year

**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 28

Number Not Rated

Total Number Employed 28

**LEA Teacher Evaluations Detail:**

**Alternate Approved Evaluation System:**

	Total Employed	Not Rated	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
	(Denominator)	(Numerator) %	(Numerator) %	(Numerator) %	(Numerator) %	(Numerator) %	(Numerator) %	(Numerator) %
RatingTitle				Marginal	Satisfactory	Above expectations	NA	Superior
Unsatisfactory/Satisfactory			Unsatisfactory	Unsatisfactory	Satisfactory	Satisfactory	NA	Satisfactory
Bear Creek Community CS	28	0 0%	2 7.1%	2 7.1%	6 21.4%	13 46.4%	0 0%	5 17.9%
<b>Totals</b>	<b>28</b>	<b>0 0%</b>	<b>2 7.1%</b>	<b>2 7.1%</b>	<b>6 21.4%</b>	<b>13 46.4%</b>	<b>0 0%</b>	<b>5 17.9%</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:**

Bear Creek Community Charter School evaluates professional staff a minimum of two times a year formally. Principal evaluation mirrors the professional staff evaluation format.

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

a. Principal Development? No

bPrincipal Compensation? Yes

Principal compensation is commensurate with the performance evaluation outcomes.

c. Principal Promotions? No

d. Principal Retention and Removal? Yes

Unsatisfactory performance evaluations will result in a Professional Improvement Plan. Successful completion of the components of the PIP are required to retain employment.

**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. No

NA

**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	2
Number Not Rated	<hr/>
Total Number Employed	<hr/> <hr/>

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) %
RatingTitle				Marginal	Satisfactory	Above Expectations	NA	Superior
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