

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

GENERAL INFORMATION

LEA Name:

Bangor Area SD

AUN Number:

120480803

Address:

123 Five Points Richmond Rd Bangor, PA 18013-5272

Name Superintendent or Chief School Administrator:

Dr. Patricia Mulroy

For Information Contact:

Dr. Frank DeFelice

Email:

defelice@bangorsd.org

Phone:

610-599-7005

TEACHER INFORMATION

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

Our school district uses PDE forms 426 and 428 to evaluate our professional teaching staff. The PDE forms are based on the Danielson model of effective teaching and supporting research. Domain 1 includes comprehensive understanding of the content to be taught, knowledge of the student's backgrounds, and designing instruction and assessment. Domain 2 addresses the teacher's skill in establishing an environment conducive to learning, including both the physical and interpersonal aspects of the environment. Domain 3 is concerned with the teacher's skill in engaging each child in learning the content, and includes the wide range of instructional strategies that enable student to learn. Domain 4 addresses a teacher's additional professional responsibilities, including self-assessment and reflection, communication with parents, participating in ongoing professional development, and contributing to the school and district environment. Annual observations are completed on teachers who hold a Level I Instructional certificate and semi-annual observations are completed on teachers who hold a Level II Instructional certificate.

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

a. Teacher Development? Yes

The central office administrative team reviews teacher evaluations on a continual basis in order to make recommendations based on our strategic plan as to which areas of professional development are needed for the instructional staff. Based on this data, professional developed is organized and arranged by the administrative team.

b. Teacher Compensation? No

c. Teacher Promotions? Yes

Teachers with exemplary evaluations are encouraged to lead their respective academic departments (chairs, academic coaches) and are encouraged to pursue advanced degrees (administrative certification).

d. Teacher Retention and Removal? Yes

Teachers who are rated as "unsatisfactory" are placed on a Professional Growth Plan in an effort to improve their work performance. Two consecutive unsatisfactory evaluations may lead to 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

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

LEA Teacher Evaluations Summary:

Number Rated 243

Number Not Rated

Total Number Employed 243

LEA Teacher Evaluations Detail:

Standard Evaluation System:

Building	Total Employed	Not Rated		Satisfactory		Unsatisfactory	
	(Denominator)	(Numerator)	%	(Numerator)	%	(Numerator)	%
Washington El Sch	39	0	0 %	39	100 %	0	0 %
Bangor Area HS	77	0	0 %	74	96.1 %	3	3.9 %
Five Points El Sch	42	0	0 %	42	100 %	0	0 %
Bangor Area MS	46	0	0 %	46	100 %	0	0 %
DeFranco El Sch	39	0	0 %	38	97.4 %	1	2.6 %
Totals	243	0	0 %	239	98.4 %	4	1.6 %

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 evaluation is based on student academic progress, attention to managing the details of the school, relationships build with students, parents, and staff, supervision of staff, and professional development for staff. The evaluation is completed by the Superintendent of Schools.

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

- a. Principal Development? Yes
- bPrincipal Compensation? No
- c. Principal Promotions? Yes

Exemplary individuals serving in the role as a building level principal could be considered for a leadership position in the central office.

d. Principal Retention and Removal? Yes

Principal evaluations are considered when determining future employment status in the school district.

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	No
Number Rated	5
Number Not Rated	_____
Total Number Employed	<u>5</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 (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