

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

GENERAL INFORMATION

LEA Name:

Belle Vernon Area SD

AUN Number:

107650603

Address:

270 Crest Avenue Belle Vernon, PA 15012-4200

Name Superintendent or Chief School Administrator:

Stephen V. Russell

For Information Contact:

Stephen V.Russell

Email:

Stephen.Russell@belleversonarea.net

Phone:

724-808-2500 ext 1102

TEACHER INFORMATION

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

The Belle Vernon Area School District uses PDE 426 for non-tenured teachers. Instructional I teachers are evaluated twice a year. Once Instructional I teachers have completed their three years of satisfactory performance the district utilizes PDE 427 form. Instructional II teachers are evaluated with Form 5501. Instructional II teachers are evaluated annually but could possibly be evaluated more times if a supervisor finds issue with their performance. All principals use formal evaluations as well as walkthroughs to determine to level of improvement a teacher needs. The district uses an observation form for formal observations which are compiled for the teachers' final evaluations.

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

a. Teacher Development? Yes

If a teacher is in need of professional development in a specific area the district tries to provide that teacher with professional development in that area.

b. Teacher Compensation? No

c. Teacher Promotions? No

NA

d. Teacher Retention and Removal? Yes

Teachers can be placed on improvement plans and if the teacher does not meet the requirements of the improvement plan the teacher can be removed.

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

NA

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 182

Number Not Rated

Total Number Employed 182

LEA Teacher Evaluations Detail:

Standard Evaluation System:

Building	Total Employed	Not Rated		Satisfactory		Unsatisfactory	
	(Denominator)	(Numerator)	%	(Numerator)	%	(Numerator)	%
Rostraver El Sch	37	0	0 %	37	100 %	0	0 %
Marion El Sch	36	0	0 %	36	100 %	0	0 %
Bellmar MS	24	0	0 %	23	95.8 %	1	4.2 %
Rostraver MS	25	0	0 %	25	100 %	0	0 %
Belle Vernon Area HS	60	0	0 %	60	100 %	0	0 %
Totals	182	0	0 %	181	99.5 %	1	0.5 %

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:

Two forms are used: 1) A Belle Vernon Area narrative performance appraisal form is divided into four performance areas: a)Educational Leadership b)Administrating c)Decision Making d) Communicating. The superintendent list expectations for the next year for the administrator and professional development is suggested. The administrator is made aware of commendations and areas of concerns. 2) The administrative review checklist is a five-part rubric of expectations based on educational leadership, administering, decision making, communicating, and technology. The Belle Vernon Area School District system of evaluation is based on the two-year ITQ, "Effective Team Leadership for Improved Student Achievement", developed by the Westmoreland Intermediate Unit VII between 2008-2010. Anecdotal records are kept on each administrator that include building a common mission, vision, values, and goals; building a consensus for change, differentiated instruction, co-teaching instruction, building learning communities among teachers, using data to guide continous student improvement, collaborative teaming focused on teaching, and gaining active engagement from families and communities. The evaluation rubric is: Developing, Proficient, Accomplished, or Distinguished. The Superintendent of Schools evaluates principals yearly. The administrators are required to reflect on the superintendent's review for each category as stated previously and include expectations recommended for the administrator's goals the following years.

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

a. Principal Development? Yes

Based on principal evaluation individual professional development is recommended to the principals.

bPrincipal Compensation? No

N/A

c. Principal Promotions? No

N/A

d. Principal Retention and Removal? No

N/A

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

NA

LEA Principal Evaluations Summary:

Rating System	No
Number Rated	5
Number Not Rated	<u>1</u>
Total Number Employed	<u><u>6</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/Satisfactory			Unsatisfactory					Satisfactory
Totals	6	1 16.7 %	0 0%	5 83.3 %				

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**