

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

GENERAL INFORMATION

LEA Name:

Bellwood-Antis SD

AUN Number:

108071003

Address:

300 Martin Street Bellwood, PA 16617-0069

Name Superintendent or Chief School Administrator:

Dr. G. Brian Toth

For Information Contact:

Dr. G. Brian Toth

Email:

gbt@blwd.k12.pa.us

Phone:

8147422271

TEACHER INFORMATION

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

The assessment and evaluation process for all Bellwood-Antis School District teachers is based on the PDE 426, 427 and 428. Principals, Assistant Principals, Director of Special Education and the Superintendent do evaluations. All of the aforementioned administrators received training in the Robert Marzano and Charlotte Danielson philosophy of evaluation. Teachers were provided training on both the Danielson and Marzano models by their respective principals. Evaluations are annual for tenured staff and bi-annual for non-tenured staff. Bellwood-Antis also uses the iObservation walkthrough tool for multiple observations throughout the school year. For these walk throughs, we base the form on the Pennsylvania Literacy Network strategies of instruction.

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 the need of instructional support, the avenue first used in an improvement plan is professional development.

b. Teacher Compensation? Yes

We can withhold compensation for disciplinary reasons.

c. Teacher Promotions? No

NA

d. Teacher Retention and Removal? Yes

Yes. These evaluations and additional artifacts are used to rate teachers unsatisfactory and recommend dismissal if warranted.

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

N/A

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 96

Number Not Rated

Total Number Employed 96

LEA Teacher Evaluations Detail:

Standard Evaluation System:

Building	Total Employed	Not Rated		Satisfactory		Unsatisfactory	
	(Denominator)	(Numerator)	%	(Numerator)	%	(Numerator)	%
Lewis M Myers El Sch	35	0	0 %	35	100 %	0	0 %
Bellwood-Antis HS	34	0	0 %	34	100 %	0	0 %
Bellwood Antis MS	27	0	0 %	26	96.3 %	1	3.7 %
Totals	96	0	0 %	95	99 %	1	1 %

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:

All administrative staff, including principals, are evaluated annually. A bi-annual evaluation is scheduled for new administrators or more frequently. The Bellwood-Antis uses the PA Corollary Leadership Standards as the basis for the categorical areas and principals provide evidence of completion of goals that are linked directly to the strategic plan. The strategic plan of the district is based on the Standards Aligned Systems model. The Superintendent evaluates all administrators. All administrators are welcomed to provide supplemental materials for their evaluation.

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

a. Principal Development?

Yes

Professional development is provided within and outside of the district for areas needing improvement.

bPrincipal Compensation?

Yes

Any administrator rated unsatisfactory in any area of our evaluation form does not receive a pay increase and is placed on an improvement plan.

c. Principal Promotions?

NA

d. Principal Retention and Removal?

Yes

Those principals who are unsatisfactory will go through a due process hearing in front of the Board for dismissal.

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)? 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

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	3
Number Not Rated	_____
Total Number Employed	<u>3</u>

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							Needs improvement	
Unsatisfactory/Satisfactory			Unsatisfactory	NA	NA	NA	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