

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

GENERAL INFORMATION

LEA Name:

Bentworth SD

AUN Number:

101630903

Address:

150 Bearcat Drive Bentleyville, PA 15314-1422

Name Superintendent or Chief School Administrator:

Charles F. Baker

For Information Contact:

Charles F. Baker

Email:

cbaker@bentworth.k12.pa.us

Phone:

724-239-2861

TEACHER INFORMATION

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

Our district utilizes PDE form 5501 to evaluate our teachers. This is the approved evaluation form identified in the collective bargaining agreement with the teachers' association. The indicators on the form help our principals as they evaluate teachers during annual observation of Instructional II teachers and semi-annual observations of Instructional I teachers. Principals receive annual training on the use and implementation of form 5501. Teachers receiving unsatisfactory evaluations are placed on a plan of improvement with the intent of addressing their professional needs. All plans of improvement require input from the teacher, evaluator, Assistant Superintendent and Superintendent. Specific needs identified during the district-wide annual evaluation process drive our professional development. As a district, special attention is focused on the overall needs of the teaching staff. Professional development opportunities and/or offerings are based on current research based best practices. Based on the staff development offering, it may be an individual building program or a district-wide program. Although student achievement has a direct relationship to staff development programs, we do not currently use student achievement to evaluate teacher performance. Additionally, our teacher evaluation does not include extra compensation or merit pay. PDE form 5501 establishes four categories of evaluation with a total point accumulation of 80. The teacher receives either a satisfactory or an unsatisfactory evaluation. At this time, there is no established rubric to determine the final evaluation rating. It is based on the professional judgment of the evaluator.

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

a. Teacher Development? Yes

Our Staff Development Coordinator reviews information from teacher evaluations to assist with professional development programs. Differentiated Instruction and/or meeting the needs of struggling students was an issue at the high school. Inservice programs were offered to address this deficiency. Meeting the needs of struggling elementary teachers was addressed with staff development to implement Response to Intervention and Instruction (RtII). If a specific teacher is exhibiting areas of weakness or has received unsatisfactory evaluations, plans are initiated to address those areas of concern. This includes mentoring and support with input from the administration, mentor teachers, and the teacher exhibiting difficulties. Our administration regularly recommends professional development activities and/or graduate level courses based on perceived needs as determined by teacher evaluations.

b. Teacher Compensation? No

NA

c. Teacher Promotions? Yes

It is Board Policy that district personnel be aware of job opportunities within the district. This includes all positions that a teacher may or may not be certified to perform. A current Administrative Regulation permits the review of teacher evaluations for the past two years when considering the qualifications and/or certifications of the teacher applicant. Teacher evaluations may be used to consider placement or promotion to a position.

d. Teacher Retention and Removal? Yes

Following the guidelines established in PA Code, and with direction from the district solicitor, we may dismiss teachers who have accumulated 2 consecutive unsatisfactory evaluations. However, a plan of improvement is initiated prior to any termination. The improvement plan includes input from administration, mentor teachers, and the teacher. Staff development opportunities are afforded the teacher to improve deficient areas.

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	96
Number Not Rated	1
Total Number Employed	97

LEA Teacher Evaluations Detail:

Standard Evaluation System:

Building	Total Employed	Not Rated		Satisfactory		Unsatisfactory	
	(Denominator)	(Numerator)	%	(Numerator)	%	(Numerator)	%
Bentworth SHS	32	0	0 %	32	100 %	0	0 %
Bentworth EI Ctr	33	1	3 %	32	97 %	0	0 %
Bentworth MS	32	0	0 %	32	100 %	0	0 %
Totals	97	1	1 %	96	99 %	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 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 Bentworth School District evaluates its principals annually utilizing a district developed evaluation instrument. The evaluation is based on indicators that help to identify successful leadership. These are the same factors that are essential for facilitating and/or creating positive change. This includes knowledge to make informed decisions, communication skills to share that knowledge, personal and professional ability to implement successful change in the school culture, and the understanding of the need for community and staff acceptance of change. These are the very tenets of the current leadership academies promoted by the Pennsylvania Association of School Administrators, the American Association of School Administrators, and the Pennsylvania Department of Education's PA Inspired Leaders (PIL). Our current evaluation does not directly include elements related to student achievement or value added growth within the school. This will be incorporated into the next evaluation process. The annual evaluation is conducted by the Superintendent with input from the Assistant Superintendent. The instrument contains 15 specific categories that are rated on a scale of 1-5. A rating of 1 equates to "Never True" or "Unsatisfactory". A rating of 5 equates to "Always True" or "Distinguished". An average score for the 15 categories is calculated as follows: Less than 1.5 receives Needs Improvement (Unsatisfactory); 1.6-2.5 receives Meets Minimum Requirements (Satisfactory with required improvement in designated areas); 2.6-3.5 receives Competent (Satisfactory); 3.6-4.5 means Commendable (Satisfactory beyond the primary work objective); and 4.6-5 receives Distinguished (Satisfactory with unusual ability to consistently exceed job requirements). A principal who receives an "Unsatisfactory" rating is placed on a plan of improvement with specific directions and assistance to improve areas of weakness. Continued "Unsatisfactory" ratings could result in dismissal. Principals who continually achieve "Distinguished" ratings are likely candidates for promotion to positions with increased supervisory responsibilities

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

a. Principal Development? Yes

The annual evaluation is used to support future professional development for our principals. For example, the need for improved academic success at the elementary school level can be achieved through utilizing the Response to Intervention and Instruction (RtII) model. This necessitated extensive professional development for the principal of the elementary school. Whereas, this model is not typically used in the secondary level, the need for knowledge in providing differentiated instruction would be more applicable for the high school principal. With the overall development of a standards based educational program throughout the state/nation, all of our principals would receive professional development in the newly developed Standard Aligned System (SAS).

b. Principal Compensation? Yes

Per the Act 93 Agreement, a principal who receives a satisfactory evaluation (a rating of 2.6-3.5 COMPETENT), or higher, receives a salary increase at the beginning of the next fiscal year. The current increase is \$3,000.

c. Principal Promotions? Yes

It is the administrative intent to develop principals who can move into leadership roles within the district. Successful evaluations are certainly a factor in the promotion to positions with increased supervisory responsibilities.

d. Principal Retention and Removal? Yes

The intent of our principal evaluation document is to assist the principal in the improvement of their performance. Successful evaluations will result in continued employment, increased responsibility, and increased salary. Unsatisfactory evaluations result in the implementation of a plan of improvement. Continued ineffective ratings may result in 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. Yes

Bentworth SD evaluates its principals annually/bi-annually using a district developed evaluation instrument that examines 15 indicators essential to successful community, facility, and staff management. A rubric of five possible points per each indicator is utilized and ranges from 1 point (Never True) to 5 points (Always True). An average rating is gained for the overall evaluation and a scoring guide determines the rating classification. There are five possible categories ranging from Distinguished to Needs Improvement. The 15 indicators correlate with current professional leadership academies supported by the Pennsylvania Association of School Administrators, the American Association of School Administrators, and the PA Department of Education's PA Inspired Leaders (PIL).

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	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	NA	Meets Minimum Requirements	Competent	Commendable	Distinguished
Unsatisfactory/Satisfactory			Unsatisfactory	NA	Satisfactory	Satisfactory	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