

Pennsylvania  
Department of Education  
Teacher and Principal Evaluation Information  
Individual LEA Data  
For the 2010-11 Rating Period

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GENERAL INFORMATION

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**LEA Name:**

A W Beattie Career Center

**AUN Number:**

103020407

**Address:**

9600 Babcock Boulevard Allison Park, PA 15101-2005

**Name Superintendent or Chief School Administrator:**

Eric C Heasley

**For Information Contact:**

Eric.heasley@beattietech.com

**Email:**

eric.heasley@beattietech.com

**Phone:**

412-847-1903

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TEACHER INFORMATION

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

A.W. Beattie Career Center uses the PDE 5501 form to evaluate all instructional employees. A rubric of 3-2-1-0 is used for each evaluation point under the four major categories of: Personality, Technique, and Pupil Reaction/Communication. Each category consists of a possible twenty points with the total being eighty. In addition to the scoring rubric each evaluator prepares a narrative overview of areas that require for development and growth for success working with students. Additionally, a narrative for commendations is provide to acknowledge positive activities the instructor is involved in throughout the building. A time is schedule for the instructor and evaluator to discuss the instructional review.

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

a. Teacher Development? Yes

The administrative team meets with a professional development group of instructors to map out a strategy for professional development.

b. Teacher Compensation? No

c. Teacher Promotions? No

d. Teacher Retention and Removal? Yes

Performance evaluations are used to develop professional development plans for instructors to focus on growth. AWBCC follows PA Code and would dismiss a teacher who has accumulated two consecutive unsatisfactory evaluations after not demonstrating improvement on a designed action plan for improvement.

**Does the LEA teacher 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 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. Yes

A.W. Beattie uses a rubric in each of the following category areas: Personality, Preparation, Technique, Pupil Reaction and Communication. Each category contains a possible twenty points based on a scale of: 3=Exceeds Expectations, 2=Meets Expectations, 1=Needs Improvement, 0=Unsatisfactory (This requires a comment for the item).

**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	36
Number Not Rated	0
Total Number Employed	<hr/> 36 <hr/> <hr/>

**LEA Teacher Evaluations 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) %
Unsatisfactory/Satisfactory			Unsatisfactory					Satisfactory
A W Beattie Career Center	36	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	36 100%
<b>Totals</b>	<b>36</b>	<b>0 0%</b>	<b>0 0%</b>	<b>0 0%</b>	<b>0 0%</b>	<b>0 0%</b>	<b>0 0%</b>	<b>36 100%</b>

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:

During the 2010-2011 school term each administrator was assigned a self evaluation form to complete. The self evaluation was then reviewed with the Executive Director. The Executive Director provided commnet and feedback on positive accomplishments and notes for areas of growth.

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

a. Principal Development? Yes

Each principal is required to develop a set of program and individual goals each year that includes professional development. This professional development plan is reviewed by the Executive Director at submission and reviewed throughout the year with each principal to assess the attainment of stated goals and objectives.

b. Principal Compensation? Yes

Yearly compensation for each principal is determined by their performance evaluation that is conducted by the Executive Director. The annual salary compensation is set at the maximum possible percentage value by the Joint Operating Committee of the career center. The Executive Director will then based on the written evaluation recommend a percentage increase for JOC approval.

c. Principal Promotions? NA

d. Principal Retention and Removal? Yes

The AWBCC focus is to improve the performance of each principal. If a principal were to receive an unsatisfactory rating a professional development improvement plan would be developed that would require specific set of skills for documentation. A second unsatisfactory rating would result in a dismissal recommendation to the JOC.

### 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)? 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

**Does the LEA publicly report principal evaluation data by school?**

a. Yes or No? (Web link provided if applicable.) No

**Does your LEA have at least one Principal position?** Yes

**Does your LEA have at Standardized Principal Evaluation System?** Yes

**LEA Principal Evaluations Summary:**

Number Rated	2
Number Not Rated	<u>0</u>
Total Number Employed	2

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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) %
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