

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

GENERAL INFORMATION

LEA Name:

Central PA Institute of Science & Technology

AUN Number:

110141607

Address:

540 North Harrison Road Pleasant Gap, PA 16823-8644

Name Superintendent or Chief School Administrator:

Dr. Richard C. Makin

For Information Contact:

Mrs. MaryAnn E. Volders

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814-359-2793

TEACHER INFORMATION

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

The Central Pennsylvania Institute of Science and Technology uses PDE forms 426 and 428 to evaluate our teachers. Teacher observations are completed by the following CPI administrators: the President, Director of Secondary Education, and the Superintendent of Record. Each of the administrators mentioned attend training each year to ensure they are using the most effective and up-to-date teacher evaluation process for all educational stakeholders. The PDE forms are based on the Danielson model of effective teaching and support research. We use the indicators on these forms to help our administrators as they evaluate the teachers during annual observations of Instruction I and II teachers. Teachers who are identified as needing improvement in two or more of the categories are observed weekly with intensive coaching and mentoring occurring between observations. Special attention is given to those indicators related to professional development, integrating academic standards, and instructional delivery. Each of these items are included in CPI's strategic plan to ensure that students are gaining not only the technical skills necessary for success, but are receiving the appropriate academic integration in the CTC curriculum that will assist their PSSA scores. Since many CTC teachers are new to education, professional development in appropriate areas is critical to their continued success as teachers and to the success of the students. Instructional delivery is directly related to much of the professional development provided to the CPI instructors. Professional development is available for teachers who are found to need improvement as a result of the observation process. Our school does not use the evaluation system to inform salary decisions. However, unsatisfactory evaluations can lead to dismissal. At the conclusion of each school year, the information obtained on each evaluation form is analyzed by the administration to determine the professional development needs of the staff members for the next school year.

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

- a. Teacher Development? Yes
- b. Teacher Compensation? No
- c. Teacher Promotions? No
- d. Teacher Retention and Removal? Yes

At the conclusion of each school year, teacher performance evaluations are analyzed by CPI administration to determine the professional development needs of the majority of instructors. This information and input from the Professional Development Committee then guides the activities for the next school year as well as professional development opportunities offered at the current year's Faculty and Staff Meetings. If a majority of teachers are challenged in specific areas, the administration feels that it is their responsibility to provide the necessary training for the teachers and instructional support staff.

If an experienced teacher has received two unsatisfactory ratings in the appropriate time frame, this information is evaluated to determine retention or removal. If a non-tenured teacher has unsatisfactory performance rating(s), this information is used to determine retention or removal. CPI administration ensures that instructional coaching techniques are provided between evaluations to help teachers overcome classroom/instructional challenges.

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)? More than twice a year
- b. Experienced Teachers (More than 3 Years)? More than twice a year

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	21
Number Not Rated	0
Total Number Employed	21

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	Satisfactory			Satisfactory
Central PA Institute of Science	21	0 0%	0 0%	21 100%	0 0%	0 0%	0 0%	0 0%
Totals	21	0 0%	0 0%	21 100%	0 0%	0 0%	0 0%	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 Central Pennsylvania Institute of Science and Technology evaluates its principals annually using a Summative Evaluation Administrative Process that focuses on the following categories: Knowledge of Responsibilities, Goal Attainment, Professional Ethics, Accomplishment of Responsibilities, Personal Development, Communications, Interpersonal Relations, Director of Personnel, Leadership, Performance Improvement, Promptness and Accuracy, Decision-making, Organizational Enhancement, and Community Relations. The assessment measures a principals' effectiveness in promoting school improvement, setting instructional direction, ensuring student achievement, encouraging and supporting teamwork, displaying sensitivity to others, demonstrating good judgment, creating a results-oriented atmosphere, demonstrating advanced organizational ability, communicating effectively orally and in writing, providing meaningful professional development, participating in meaningful professional development, and effectively manages the facilities. The President (Executive Director) of CPI completes the annual principal evaluation. The results of each evaluation are interpreted against a set of four performance standards (Minimally Acceptable Performance, Fair Performance, Good Performance, Strong Performance, and Overall Excellent Performance) that have proven to be a reliable and valid measure for evaluating learning-centered leadership. The results are interpreted against a set of performance standards ranging from beginning to advanced. After the evaluation results have been interpreted and the individual principal's report is prepared, the CPI President (or Executive Director) meets with the principal to discuss the report and to develop personal performance goals for the next school year. If a principal is rated as only beginning in any of the categories, intensive professional development is provided that is related to the deficiencies, and another evaluation can be administered six months later. If a principal's performance does not improve over time, the principal may be dismissed.

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

a. Principal Development? Yes

The Principal's performance evaluation is used to guide professional development for the following school year. Areas needing improvement are focus areas for professional development. In addition, the President meets with the Principal to discuss needed areas of improvement as well as other professional growth areas determined by the Principal.

b. Principal Compensation? No

c. Principal Promotions? NA

d. Principal Retention and Removal? Yes

The Principal's performance evaluation is used to make informed decisions regarding continuing a principal's employment. Several annual unsatisfactory evaluations could result in the dismissal of the Principal from their employment.

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. Yes

The Principal rubric used at CPI was developed by the President. This rubric-based evaluation includes the following areas: Knowledge of Responsibilities, Goal Attainment, Professional Ethics, Accomplishment of Responsibilities, Personal Development, Communications, Interpersonal Relations, Director of Personnel, Leadership, Performance Improvement, Promptness and Accuracy, Decision-making, Organizational Enhancement, and Community Relations. Principals are rated on a scale of 1-5 with 1 being unsatisfactory and 5 being commendable.

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	1
Number Not Rated	<u>0</u>
Total Number Employed	1

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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	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