

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

GENERAL INFORMATION

LEA Name:

Crawford County CTC

AUN Number:

105201407

Address:

860 Thurston Road Meadville, PA 16335-2152

Name Superintendent or Chief School Administrator:

Neil Donovan

For Information Contact:

Neil Donovan

Email:

ndonovan@crawfordctc.org

Phone:

814-724-8238

TEACHER INFORMATION

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

Teachers are evaluated with the PDE 426, 427 and 428. No rubric or weighting formulas are used with this PDE system. Teachers are evaluated by the Principal (titled Assistant Director) and the Vocational Director. New teachers are observed and evaluated twice per semester, veteran teachers are evaluated once per semester. Teachers are required to complete a "Reflection" form, which becomes the basis for a post evaluation discussion between the teacher and the observing administrator. Two "Unsatisfactory" evaluations may result in the dismissal of the teacher.

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

- a. Teacher Development? Yes

Professional Development is based upon areas of observed weakness in professional staff teaching competencies. Typically, the PDE Bureau of Career and Technical Education's Technical Assistance Program (TAP) is relied upon to provide service and direction in the improvement of instructional delivery.

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

Yes, if a teacher is rated as "Unsatisfactory" in two consecutive evaluations, the teacher may be terminated.

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)? 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	20
Number Not Rated	0
Total Number Employed	<hr/> 20 <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
Crawford County CTC	20	0 0%	1 5%	0 0%	0 0%	0 0%	0 0%	19 95%
Totals	20	0 0%	1 5%	0 0%	0 0%	0 0%	0 0%	19 95%

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:

The Principal is evaluated via a locally developed system that addresses all aspects of the building level administrator's areas of competency. Each area is broken down in to sub-topics and each is measured with a rating scale using the terms: Unsatisfactory, Basic, Proficient, Distinguished. No Rubric or weighting formula is employed in the evaluation. The evaluation is performed by the Vocational Director on an annual basis. The Principal, who is titled Assistant Director, completes a self-evaluation as a component of the process. The Principal's general improvement and growth is addressed as a component of the evaluation process. Continued employment is contingent upon satisfactory competence on the part of the Principal.

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

- a. Principal Development? No
- b. Principal Compensation? No
- c. Principal Promotions? Yes

The only position to which a CCCTC Principal may rise is the position of Vocational Director. Certainly, the performance at the Principal level would be the primary consideration for advancement, should an opportunity arise.

- d. Principal Retention and Removal? Yes

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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

Does your LEA have at least one Principal position? Yes

Does your LEA have at Standarized Principal Evaluation System? No

LEA Principal Evaluations Summary:

Number Rated	1
Number Not Rated	<u>0</u>
Total Number Employed	1
	<u><u> </u></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) %
Unsatisfactory/Satisfactory			Unsatisfactory					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