

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

GENERAL INFORMATION

LEA Name:

Baldwin-Whitehall SD

AUN Number:

103021102

Address:

4900 Curry Rd Pittsburgh, PA 15236-1817

Name Superintendent or Chief School Administrator:

Lawrence C. Korchnak, Ph.D.

For Information Contact:

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TEACHER INFORMATION

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

The district uses PDE form 426, 427, 428 and 5501 to evaluate teachers. The Department of Education evaluation forms PDE 426 and 427, and 428 are based on Charlotte Danielson's model of effective teaching. The Danielson model is based on sound research and best practice. PDE 5501 is used as a summative evaluation for all teachers, and it is historically been a part of the PDE evaluation system. All temporary employees are evaluated twice per year. Professional employees are evaluated once per year. The Baldwin-Whitehall School District also evaluates long term substitutes with PDE form 426. While not required, it enhances the quality of instruction and provides insight to the individual should he/she become a candidate for permanent employment. All building administrators (principals and assistant principals) are involved in the teacher evaluation process. Central office personnel (Assistant Superintendents) become involved when an individual teacher goes on professional plan for improvement. Teachers under a plan of improvement are evaluated beyond the recommended frequency by PDE. All administrators receive regular professional development to sharpen their evaluative skills. This is done through conferences, workshops and participation in NISL and LEAD training. Teachers receive professional development to improve instructional delivery. Administration conducts needs assessments to determine what the district can do to provide appropriate professional development and support in the areas of need. Last year the district focused on removing barriers to learning...establishing consistent rules, connecting with students, and creating the foundation for developing learning communities. This year we are creating Professional Learning Communities (PLC's) to promote collaboration between and among teachers using lesson study and focus groups to improve instruction.

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

a. Teacher Development? Yes

The administrator/evaluator shares the results of professional employee evaluation conferences with the administrative team as part of the on-going supervisory process. This, in turn, generates suggestions for improving the instructional delivery of the entire staff through professional development.

b. Teacher Compensation? No

c. Teacher Promotions? No

d. Teacher Retention and Removal? Yes

Our process includes a "letter of concern" that triggers the need to improve. If the teacher fails to demonstrate progress, administration follows up with a professional plan of improvement. The teacher is then monitored and observed by several administrators to ensure fairness. If the teacher fails to demonstrate improvement, administration takes action to dismiss.

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. 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	279
Number Not Rated	0
Total Number Employed	279

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
Harrison MS	65	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	65 100%
Paynter EI Sch	44	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	44 100%
Baldwin SHS	99	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	99 100%
Whitehall EI Sch	46	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	46 100%
McAnnulty EI Sch	25	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	25 100%
Totals	279	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	279 100%

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 administrative evaluation procedure is comprised of two major sections. The first is a focus on district goals. The administrator must set at least four goals consistent with the comprehensive goals set for the district by the board and superintendent. Each goal is evaluated on how it succeeds through several phases: Preliminary, Planning, Training, and Implementation. Each goal is assigned a maximum of 10 points. The second section addresses administrator duties and responsibilities. These duties and responsibilities are: Management, Leadership, Decision making, Communication, Implementation of policies and procedures, Supervision, Finance, Physical facilities, Pupil personnel services, and Community awareness. Each category is assigned a maximum of 10 points. The total evaluation cannot exceed 140 points. The levels of performance are broken down as follows: 0-104 Unsatisfactory, 105-119 Satisfactory, 120-129 Excellent, 130-140 Exceptional. A criteria for Incentive Bonus has been added this year to motivate beyond the normal course of evaluation.

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

a. Principal Development? Yes

Principals describe their professional development goals as part of their annual goal setting in a series of meetings with the superintendent. Each year feeds into the next with respect to the successful or less than successful attainment of annual goals. These are collaboratively incorporated into the district goals.

b. Principal Compensation? Yes

The degree of goal achievement as reflected in the annual evaluations determines the percentage of increase in salary as recommended by the superintendent.

c. Principal Promotions? Yes

If the administrator performs admirably on annual evaluations, he/she is considered for advancement to the next level.

d. Principal Retention and Removal? Yes

Satisfactory performance will sustain employment; unsatisfactory evaluations result in improvement plans. If the administrator fails to demonstrate improvement, the superintendent will take action to dismiss.

Does the LEA principal evaluation system described above include the following as evaluation criterion:

a. Student Achievement Outcomes? Yes

b. Student Growth Data? Yes

Individual building and district goals for student achievement are included in administrators' annual goals. Student achievement goals are determined by benchmark scores on PSSA and making one year's progress as reported by PVAAS

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.) NA

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	12
Number Not Rated	<u>0</u>
Total Number Employed	12



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	12	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	12 100%

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