

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:**

Belle Vernon Area SD

**AUN Number:**

107650603

**Address:**

270 Crest Avenue Belle Vernon, PA 15012-4200

**Name Superintendent or Chief School Administrator:**

Stephen V. Russell

**For Information Contact:**

Jennifer Godzak

**Email:**

jennifer.godzak@belleversonarea.net

**Phone:**

724-808-2500 ext 5511

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TEACHER INFORMATION

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

The Belle Vernon Area School District uses PDE 426 for non-tenured teachers. Instructional I teachers are evaluated twice a year. Once Instructional I teachers have completed their three years of satisfactory performance the district utilizes PDE 427 form. Instructional II teachers are evaluated with Form 5501. Instructional II teachers are evaluated annually but could possibly be evaluated twice a year if a supervisor finds issue with their performance. All principals use formal evaluations as well as walkthroughs to determine to level of improvement a teacher needs. The district uses an observation form for formal observations which are compiled for the teachers final evaluations.

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

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

If the teacher' performance is rated unsatisfactory and continues it could lead to dismissal.

**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	178
Number Not Rated	0
Total Number Employed	178

**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
Belle Vernon Area HS	56	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	56 100%
Rostraver MS	23	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	23 100%
Bellmar MS	22	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	22 100%
Marion El Sch	39	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	39 100%
Rostraver El Sch	38	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	38 100%
<b>Totals</b>	<b>178</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>178 100%</b>

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 Belle Vernon Area School District system of principal evaluation evolved from a two-year ITQ, "Effective Team Leadership for Improved Student Achievement" model developed jointly by the Belle Vernon Area administrators and the Westmoreland Intermediate Unit VII between 2008-2010. A three-year professional development team was created that eventually formed the basis of the evaluation system. Initially the form that was approved was a bullet of areas of required principal proficiency which included educational leadership, administrating, decision making, communicating, and goal setting. For the 2009-2010 school year the principal evaluation process was formulated in a narrative instead of a rating of bullets for expectations. The original form, developed between 2008 and 2009, was used for the basis of the narrative. The Belle Vernon Area performance appraisal form is divided into five areas derived from the original rubric: educational leadership, administrating, decision making, communication and goal-expectation. The superintendent of schools reviews the goals and makes recommendations of expectations with the administrator. Professional development is suggested along with professional reading. The administrator is given a narrative annually for the previous year and is made aware of commendations and areas of concern. The evaluator keeps anecdotal records on each administrator and reviews PVAAS and eMetric data. Specific areas of review include common mission, vision, values, goals, building a consensus for change, differentiated instruction, co-teaching instruction, building DuFour's model of professional learning communities, using data to guide continuous student improvement, a collaborative team focus on teaching and learning, and gaining active engagement from families and communities. The evaluation rubric lists four evaluation possibilities: developing, proficient, accomplished and distinguished. After the superintendent of schools' yearly narrative, administrators are required to reflect on the superintendent's review for each category as stated previously.

**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? No

d. Principal Retention and Removal? Yes

If a principal's performance is unsatisfactory and continues to be so, it could result in termination of 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. 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?** No

**LEA Principal Evaluations Summary:**

Number Rated	5
Number Not Rated	<u>1</u>
Total Number Employed	6
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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>	<b>6</b>	<b>1 16.7%</b>	<b>0 0%</b>	<b>0 0%</b>	<b>0 0%</b>	<b>0 0%</b>	<b>0 0%</b>	<b>5 83.3%</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