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

### GENERAL INFORMATION

**LEA Name:**  
Bellwood-Antis SD

**AUN Number:**  
108071003

**Address:**  
300 Martin Street  Bellwood, PA 16617-0069

**Name Superintendent or Chief School Administrator:**  
Dr. G. Brian Toth

**For Information Contact:**  
Dr. G. Brian Toth

**Email:**  
gbt@blwd.k12.pa.us

**Phone:**  
841-742-2271

### TEACHER INFORMATION

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

The assessment and evaluation process for all Bellwood-Antis School District teachers is based on the PDE 426, 427 and 428. Principals, Assistant Principals, Director of Special Education and the Superintendent do evaluations. All of the aforementioned administrators receive annual training in the Robert Marzano and Charlotte Danielson philosophy of evaluation. Teachers are provided training on both the Danielson and Marzano models by their respective principals and have input to the walkthrough forms used and through the post-conference. Evaluations are annual for tenured staff and bi-annual for non-tenured staff. Bellwood-Antis also uses the iObservation walkthrough tool for multiple observations throughout the school year. For these walk throughs, we base the form on the Pennsylvania Literacy Network strategies of instruction.

**Does the LEA use the results of the teacher evaluation system described above in decisions regarding:**
a. Teacher Development? Yes

Should staff members have a common or individual weakness, their immediate supervisor in conjunction with a teacher mentor will provide individual support. Should the area of needs to improve instruction impact multiple teachers, then building or district professional development is provided. We utilize trained staff members to provide the professional development.

b. Teacher Compensation? Yes

Teachers rated unsatisfactory face the possibility of not receiving a salary increase.

c. Teacher Promotions? No

N/A

d. Teacher Retention and Removal? Yes

Yes. These forms and additional artifacts are used to rate teachers unsatisfactory and recommend dismissal if warranted.

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:

<table>
<thead>
<tr>
<th>Category</th>
<th>Number</th>
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<tbody>
<tr>
<td>Number Rated</td>
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<tr>
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<tr>
<td>Total Number Employed</td>
<td>96</td>
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</table>

LEA Teacher Evaluations Detail:
Describe the LEA’s system used to evaluate the performance of your Principals:

All administrative staff, including principals, are evaluated annually. A bi-annual evaluation is scheduled for new administrators or more frequently. The Bellwood-Antis School District uses the PA Corollary Leadership Standards as the basis for the categorical areas and principals provide evidence of completion of goals that are linked directly to the strategic plan. The strategic plan of the district is based on the Standards Aligned Systems model. The Superintendent evaluates all administrators. All administrators are welcomed to provide supplemental materials for their evaluation.

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

a. Principal Development?
   Yes
   Professional development is provided within and outside of the district for areas needing improvement.

b. Principal Compensation?
   Yes
   Any administrator rated unsatisfactory in any area of our evaluation form does not receive a pay increase and is placed on an improvement plan.

c. Principal Promotions?
   NA

d. Principal Retention and Removal?
   Yes
   Those principals who are unsatisfactory will go through a due process hearing in front of the Board for dismissal.

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 a Standardized Principal Evaluation System? Yes

LEA Principal Evaluations Summary:

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<table>
<thead>
<tr>
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<tbody>
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### LEA Principal Evaluation Detail:

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<th>Level 1</th>
<th>Level 2</th>
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<tbody>
<tr>
<td>(Denominator)</td>
<td>(Numerator) %</td>
<td>(Numerator) %</td>
<td>(Numerator) %</td>
<td>(Numerator) %</td>
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<tr>
<td>Unsatisfactory/Satisfactory</td>
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<tr>
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<td>*</td>
<td>*</td>
<td>*</td>
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</tbody>
</table>

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*