

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

GENERAL INFORMATION

LEA Name:

Benton Area SD

AUN Number:

116191004

Address:

600 Green Acres Rd Benton, PA 17814-7603

Name Superintendent or Chief School Administrator:

Penny S. Lenig-Zerby

For Information Contact:

Susan Kinney

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Phone:

570.925.0923

TEACHER INFORMATION

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

Our district uses PDE forms 426 and 428 to evaluate our teachers. The PDE forms are based on the Danielson model of effective teaching and supporting research. We use the indicators on these forms to help our principals as they evaluate the teachers during annual observations of Instructional II teachers and semi-annual observations of Instructional I teachers. Teachers who are identified as needing improvement are observed and placed on a Plan of Improvement and assigned a mentor. Special attention is focused on those indicators related to teachers' use of differentiated instruction based on individual student's needs. Differentiated instruction is one of our district strategic goals and is the focus of professional development this year. Training on the use of differentiated instruction is provided to our entire staff including both teachers and principals as part of our Act 48 In-service programs from our intermediate unit, outside sources, and PaTTAN. Additional individual professional development is available for teachers who are found to need improvement through the observation process. This training heavily emphasizes how teachers can use student achievement to inform instruction. Our district does not use the evaluation system to inform salary decisions however unsatisfactory evaluations can lead to dismissal.

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

a. Teacher Development? Yes

Yes, if the teacher is in need of improvement as per the evaluation, then a Plan of Improvement is developed.

b. Teacher Compensation? No

c. Teacher Promotions? Yes

We consider teachers' performance records when advancement is being offered.

d. Teacher Retention and Removal? Yes

Yes, if the teacher is in need of improvement as per the evaluation, then a Plan of Improvement is developed.

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	72
Number Not Rated	0
Total Number Employed	<u>72</u>

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
Benton Area MSHS	37	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	37 100%
Appleman El Sch	35	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	35 100%
Totals	72	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	72 100%

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 Benton Area School District evaluates its principals annually using the district's Assessment of Leadership. This assessment measures principals' effectiveness using feedback from supervisors and the principals themselves. This tool focuses on learning-centered leadership behaviors that influence teachers, staff and student achievement. After the evaluation results have been interpreted and the individual principal's reports are prepared, the superintendent meets with each principal to discuss the report and to develop personal performance goals for the next year. Principals rated below basic are given intensive professional development related to their deficiencies, and another evaluation is administered in six months. If the principal's performance has not improved, the principal is dismissed. Currently, we do not have a PSSA data portion of our evaluation tool.

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

- a. Principal Development? Yes
Yes, we use the results of the evaluation to determine each Principal's Professional Development needs.
- b. Principal Compensation? Yes
We use a percentage of "outstanding" rating to determine compensation.
- c. Principal Promotions? No
- d. Principal Retention and Removal? Yes
Yes, principals who are "below basic" are put on a Plan Of Improvement.

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 at Standardized Principal Evaluation System? Yes

LEA Principal Evaluations Summary:

Number Rated	2
Number Not Rated	<u>0</u>
Total Number Employed	2

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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	Unsatisfactory	Satisfactory	NA	NA	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