

Pennsylvania
Department of Education
Teacher and Principal Evaluation Information
Individual LEA Data
For the 2011-12 Rating Period

GENERAL INFORMATION

LEA Name:

Beaver County CTC

AUN Number:

127041307

Address:

145 Poplar Avenue Monaca, PA, 15061-2585

Name Superintendent or Chief School Administrator:

Thomas Zelesnik

For Information Contact:

Denise Kempa

Email:

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Phone:

724-728-5800

TEACHER INFORMATION

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

The observation and evaluation of the Beaver County CTC's teaching staff is intended to improve the quality of instruction provided. Classroom observations conducted throughout the year are viewed as opportunities to foster professional growth. Evaluations are conducted by principal and/or the administrative director. The forms used for evaluation include the PDE-426 and PDE-428. Tenured teachers are evaluated annually, however, additional evaluations are scheduled as circumstances dictate. Non-tenured teachers are evaluated at least two times annually. The evaluation system is grounded in the collection of work illustrated in Danielson and McGreal (2000) Teacher Evaluation to Enhance Professional Practice. No other rubric and/or rating scales are used in the evaluation. All administrators are certified by the Pennsylvania Department of Education and take part in on-going professional development opportunities. A conference is held between the teacher and principal/director within thirty (30) days of the evaluation giving rise to the rating. This conference allows for feedback on teaching and learning and employment decisions.

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

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

An unsatisfactory rating would result in an improvement plan and/or termination.

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	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
Beaver County CTC	20	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	20 100%
Totals	20	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	20 100%

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 observation and evaluation of the Beaver County Career and Technology principal staff is intended to monitor and improve the quality of instructional leadership. Evaluations conducted throughout the school year are viewed as opportunities to foster professional growth. Evaluations are conducted by the principal's immediate supervisor. The forms used for evaluation were developed by the BCCTC leadership and approved by the board. The forms include 12 areas of leadership practice. Level II principals are evaluated annually, however, additional evaluations are scheduled as circumstances dictate. Level I principals are evaluated at least two times annually.

The evaluation system is grounded in the collection of work illustrated in What Great Principals Do Differently: 15 Things That Matter Most by Todd Whitaker. No other rubric and/or rating scales are used in the evaluation. All supervisors are certified by the Pennsylvania Department of Education and take part in on-going professional development opportunities. A conference is held between the principal and supervisor within thirty (30) days of the evaluation giving rise to the rating. This conference allows for feedback on leadership, practice and employment decisions.

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

The results of principal performance evaluations are used to inform decisions about continuing principals' employment as per PA law.

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	1
Number Not Rated	<u>0</u>
Total Number Employed	<u><u>1</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