

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

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**GENERAL INFORMATION**

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**LEA Name:**

Bedford County Technical Center

**AUN Number:**

108051307

**Address:**

195 Pennknoll Road Everett, PA, 15537-6946

**Name Superintendent or Chief School Administrator:**

Dixie Paruch

**For Information Contact:**

David DiPasquale

**Email:**

ddipasquale@bedfordctc.org

**Phone:**

6232760

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**TEACHER INFORMATION**

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

The Bedford County Technical Center Administrative Director evaluates all instructors employed by the school. Vocational 1 certified teachers are evaluated formally twice per year using the PDE 426 and Vocational 2 certified teachers are evaluated annually using the PDE428. After the teacher has completed at least three (3) years of service time and achieved six satisfactory semi-annual evaluations, the PDE 427 is used. The PDE 5501 is used for cooperative education coordinator and career and guidance counselor. If a staff member receives an unsatisfactory rating in any category or an overall unsatisfactory rating, a professional improvement plan is administered outlining the deficiencies and suggestions are given for professional development to guide corrective action. Teachers who are identified as needing improvement are observed monthly with intense coaching by the Director and/or Lead Teacher between observations. All formal observations are followed by an individual meeting with the teacher to provide feedback and if necessary to discuss employment status. Suggestions for professional development are made in writing on the evaluation form for every teacher. Our school 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

If a staff member receives an unsatisfactory rating in any category or an overall unsatisfactory rating, a professional improvement plan is administered outlining the deficiencies and suggestions for professional development to guide corrective action.

b. Teacher Compensation? No

c. Teacher Promotions? Yes

Teachers with unsatisfactory rating will not be eligible for lead teaching positions or mentoring assignments.

d. Teacher Retention and Removal? Yes

If a teacher receives 2 consecutive unsatisfactory ratings the teacher will be dismissed.

**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 8

Number Not Rated 0

Total Number Employed 8

**LEA Teacher Evaluations Detail:**

	<b>Total Employed</b>	<b>Not Rated</b>	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>	<b>Level 4</b>	<b>Level 5</b>	<b>Level 6</b>
	<b>(Denominator)</b>	<b>(Numerator) %</b>						
Unsatisfactory/Satisfactory			Unsatisfactory					Satisfactory
Bedford County Technical Cent	8	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	8 100%
<b>Totals</b>	<b>8</b>	<b>0 0%</b>	<b>8 100%</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**

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## PRINCIPAL INFORMATION

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

Bedford County Technical Center evaluates its principal annually using an instrument based on the research of Philip Schlechty and the PILS academy. The performance assessment is administered by the Chief School Administrator (one of our sending district's superintendents). This assessment measures the principal's effectiveness using feedback from teachers, staff members and a principal self-reflection. The evaluation tool focuses on: visionary leadership, promoting a culture of learning, data driven decision making, management of school resources, creating effective collaboration and partnerships with the community and ethical leadership. The results are interpreted against a set of performance standards ranging from Unsatisfactory (making no contribution in this area) to outstanding (Makes outstanding contributions to the school in this area). After the evaluation results have been interpreted and the individual principal's reports are prepared, the superintendent meets with the principal to discuss the report and to develop personal performance goals for the next year. Principals rated unsatisfactory 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 may be dismissed.

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

a. Principal Development? Yes

The Director at this CTC is given an individual professional development plan based on the results of their annual performance evaluation if necessary. For example, if the Director lacks the skill and knowledge to lead the school effectively in terms of imbedding the academic standards into the CTC curriculum, professional development is required.

b. Principal Compensation? Yes

The Director is given compensation is based on the performance evaluation. Fifty percent of the performance evaluation is based on the Director's success in obtaining measureable goals and 50% for his score in 6 different areas of leadership and management.

c. Principal Promotions? No

d. Principal Retention and Removal? Yes

Principals receiving an unsatisfactory rating will receive intensive professional development and a specific performance plan for the following year. A second ineffective rating will result in 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 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	Unsatisfactory	Satisfactory	Satisfactory	Satisfactory	Satisfactory
<b>Totals</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