

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

GENERAL INFORMATION

LEA Name:

Crawford County CTC

AUN Number:

105201407

Address:

860 Thurston Road Meadville, PA, 16335-2152

Name Superintendent or Chief School Administrator:

Constance Youngblood, Superintendent PENNCREST SD

For Information Contact:

Neil Donovan

Email:

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Phone:

814-724-6024

TEACHER INFORMATION

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

Teachers employed at the Crawford County Career and Technical Center are evaluated with PDE Forms 426 and 428. Research for our evaluation system is based upon the Charlotte Danielson model, which utilizes the following criteria for evaluation: Planning and Preparation, Classroom Environment, Instruction, Professional Responsibilities. The weighing formula requires the administrator/evaluator to rate the teacher's performance in one of the following categories: Unsatisfactory, Basic, Proficient or Distinguished. Teachers are evaluated by the Assistant Director and Director of the CTC. New teachers are evaluated twice per semester with tenured teachers being evaluated once per semester. Evaluators are given direction from the Superintendent of Record on an as needed basis. Teachers with unsatisfactory ratings receive an Improvement Plan that specifically outlines identified shortcomings and defines the steps required to move (back) into the satisfactory range. Teachers with excellent evaluations are identified as mentors for new teachers. This allows both formal and informal peer mentoring.

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

a. Teacher Development? Yes

Yes, in a general way; administration looks for trends in weak or unsatisfactory performance and individual or school-wide inservice is scheduled to address these weaknesses.

b. Teacher Compensation? No

c. Teacher Promotions? No

d. Teacher Retention and Removal? Yes

Yes, if a teacher is rated "Unsatisfactory" in two successive formal evaluations, he/she may be recommended to the Joint Operating Committee for 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)? More than twice a year

b. Experienced Teachers (More than 3 Years)? Twice a year

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	<u>20</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
Crawford 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 (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 evaluation system for Assistant Director (principals) at the Crawford County Career and Technical Center is entitled Assistant Director Proficiency Assessment. Using the same category titles for teacher evaluation in the Danielson Model the person is rated Unsat., Basic, Prof. or Sat. by the Director of the CTC. Categories range from Curriculum, Leadership, Management of personnel and money, Extracurricular activities, Communication, Efficiency and Team Dynamics. The Director is evaluated by the Professional Advisory Committee with a narrative format with a comment indicating Satisfactory or Unsatisfactory rating.

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

- a. Principal Development? Yes
Yes, informally, training, workshop and conference topics are designed to aid the principal in professional development
- b. Principal Compensation? No
- c. Principal Promotions? Yes
Yes, informally, the Assistant Director's potential for advancement is tied to performance at the Assistant level.
- d. Principal Retention and Removal? Yes
An unsatisfactory rating could lead to termination

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 Standarized Principal Evaluation System? No

LEA Principal Evaluations Summary:

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