

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:**

Franklin County CTC

**AUN Number:**

112282307

**Address:**

2463 Loop Road Chambersburg, PA, 17202-8847

**Name Superintendent or Chief School Administrator:**

Ms. Kristin Carroll

**For Information Contact:**

B. Keith Yohn

**Email:**

kyohn@franklinctc.com

**Phone:**

717-263-9033

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**TEACHER INFORMATION**

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

The FCCTC's forms used for Teacher evaluation are PDE5501 and FCCTC Teacher Rating form. Criteria for evaluations are goal and performance based encompassing criteria from Personal/Professional abilities, Preparation, Techniques, and Pupil Relations. The rubric is based on a scale of 1-4, with 4 meeting expectations, 2 being unsatisfactory and 1 being non applicable. The teachers are evaluated by the Assistant Director and the Vocational Supervisor on an annual basis. A post evaluation meeting is held to discuss the rating and advise on efforts for improvement. If an unsatisfactory is warranted, a plan of intensified supervision is implemented with the expectations set forth for improvement. If within the next school year there is no improvement with the intensified supervision plan as a guide, dismissal may occur.

**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

FCCTC follows the PA Code and dismisses teachers who have accumulated 2 consecutive unsatisfactory evaluations

**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)? 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. Yes

FCCTC has established a rubric for use with the PDE 5501 form that measures instructors competence on the following point system 1) Personality/Personal Charistics - Maximum Points =68. 2) Preparation - Maximum Points = 32. 3) Techniques - Maximum Points = 72. 4) Pupil Reaction - Maximum Points = 40. Evaluators use indicators listed on the form to determine the instructors rating. The maximum score a Instructor can earn is 212; a satisfactory score is defined as a total of 170 points; an unsatisfactory rating is a score of 169 or less.

**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	27
Number Not Rated	0
Total Number Employed	27

**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
Franklin County CTC	27	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	27 100%
<b>Totals</b>	<b>27</b>	<b>0 0%</b>	<b>0 0%</b>	<b>0 0%</b>	<b>0 0%</b>	<b>0 0%</b>	<b>0 0%</b>	<b>27 100%</b>

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 FCCTC's forms used for Principal evaluation are PDE5501 and FCCTC Administrative Rating form. Criteria for evaluations are goal and performed based encompassing criteria from Personal/Professional abilities, Leadership, Performance of other duties as needed, and Departmental Goals. The rubric is based on a scale of 0-4, with 4 being exceptional and 0 being poor. The Principal is evaluated by the Administrative Director on an bi-annual basis. A post evaluation meeting is held to discuss the rating and advise on efforts for improvement. If an unsatisfactory is warranted, a plan of improvement is implemented with the expectations set forth for improvement. If within four months there is no improvement with the implementation plan as a guide, dismissal may occur.

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

a. Principal Development? Yes

FCCTC's evaluation instrument is based on goals and performance. If goals are not achieved or performance is poor, professional development activities are recommended for the individual.

b. Principal Compensation? NA

c. Principal Promotions? NA

d. Principal Retention and Removal? Yes

If and unsatisfactory is issued for poor performance an improvement plan is implemented as an effort for the individual to improve. If the individual does not improve after 4 months and is issued a second unsatisfactory, removal may occur.

### 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)? Twice a year

**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. Yes

The FCCTC evaluates its Principal/ Supervisor bi-annually using a district approved rating form. The areas include Personal/Professional = Maximum 20pts. Leadership = Maximum 20pts. Performance of other duties as needed = Maximum 20pts. Department Goals = Maximum 40pts. for a total of 100pts. A satisfactory score is defined as a total of 75 pts. or higher. An unsatisfactory is any score less than 75pt.

**Does the LEA publicly report principal evaluation data by school?**

- a. Yes or No? (Web link provided if applicable.) NA

**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	Unsatisfactory	Satisfactory	Satisfactory	Satisfactory
<b>Totals</b>	*	* %	* %	* %	* %	* %	* %	* %

Note: - 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