

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

GENERAL INFORMATION

LEA Name:

Baldwin-Whitehall SD

AUN Number:

103021102

Address:

4900 Curry Rd Pittsburgh, PA, 15236-1817

Name Superintendent or Chief School Administrator:

Randal A. Lutz

For Information Contact:

Randal A. Lutz

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412-884-6300

TEACHER INFORMATION

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

Non tenured teachers and teachers new to the school district are observed and evaluated at least twice annually. One of those observations must be multiple sessions in length (2 or more). Observations are based on the areas contained on the 5501 form and are narrative in nature. Evaluations are completed using the PDE-426 form. Post observation and post evaluation conferences are required between the teacher and observer/evaluator. Tenured teachers are observed at least once annually. The same observation form is utilized based on the 5501 form. Evaluations are also completed at least once annually. The evaluation form is also narrative based for tenured teachers. The evaluation rating for all staff is either Satisfactory or Unsatisfactory. Observations and evaluations are completed by the principals and assistant principals in each of the school buildings.

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

a. Teacher Development? Yes

Trends from evaluations are used by administrators to design PD sessions during the current and subsequent school years.

b. Teacher Compensation? Yes

Teachers that receive an unsatisfactory rating do not receive the contractual increase as stipulated in the CBA

c. Teacher Promotions? Yes

Teachers that receive an unsatisfactory rating are not considered for any other district positions

d. Teacher Retention and Removal? Yes

Teachers that receive an unsatisfactory rating (and a subsequent unsat rating) will be moved to termination if tenured. Long term or permanent substitutes will be removed on the first unsat rating.

Does the LEA teacher evaluation system described above include the following as evaluation criterion:

a. Student Achievement Outcomes? No

b. Student Growth Data? No

n/a

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

n/a

Does the LEA publicly report teacher evaluation data by school?

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

n/a

LEA Teacher Evaluations Summary:

| | |
|-----------------------|------------|
| Number Rated | 284 |
| Number Not Rated | 3 |
| Total Number Employed | <u>287</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 |
| Harrison MS | 67 | 0 0 % | 0 0 % | 0 0 % | 0 0 % | 0 0 % | 0 0 % | 67 100 % |
| Paynter EI Sch | 44 | 0 0 % | 0 0 % | 0 0 % | 0 0 % | 0 0 % | 0 0 % | 44 100 % |
| Baldwin SHS | 103 | 2 1.9 % | 0 0 % | 0 0 % | 0 0 % | 0 0 % | 0 0 % | 101 98.1 % |
| Whitehall EI Sch | 49 | 1 2 % | 0 0 % | 0 0 % | 0 0 % | 0 0 % | 0 0 % | 48 98 % |
| McAnnulty EI Sch | 24 | 0 0 % | 0 0 % | 0 0 % | 0 0 % | 0 0 % | 0 0 % | 24 100 % |
| Totals | 287 | 3 1 % | 0 0 % | 0 0 % | 0 0 % | 0 0 % | 0 0 % | 284 99 % |

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:

Principals are evaluated by the superintendent of schools. The evaluation tool utilizes and incorporates the annual goals as agreed to between the evaluator and principal. Monthly goals meetings are used to gather data regarding progress toward goal completion.

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

a. Principal Development? Yes

PD programs for principals are designed to meet the observed and evaluated needs of the principals

b. Principal Compensation? Yes

Principals rated as unsatisfactory will not be eligible for annual pay increases.

c. Principal Promotions? Yes

Principals rated as unsatisfactory will not be considered for other positions within the LEA

d. Principal Retention and Removal? Yes

Principals rated as unsatisfactory will be placed on a plan of improvement and possible removal from employment.

Does the LEA principal evaluation system described above include the following as evaluation criterion:

a. Student Achievement Outcomes? No

b. Student Growth Data? No

n/a

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

n/a

Does the LEA publicly report principal evaluation data by school?

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

n/a

Does your LEA have at least one Principal position? Yes

Does your LEA have at Standarized Principal Evaluation System? Yes

LEA Principal Evaluations Summary:

| | |
|-----------------------|-----------------|
| Number Rated | 5 |
| Number Not Rated | <u>0</u> |
| Total Number Employed | <u><u>5</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