

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

GENERAL INFORMATION

LEA Name:

Benton Area SD

AUN Number:

116191004

Address:

600 Green Acres Rd Benton, PA, 17814-7603

Name Superintendent or Chief School Administrator:

Penny Lenig-Zerby

For Information Contact:

Susan Kinney

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Phone:

570.925.0922

TEACHER INFORMATION

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

Benton Area School District use the PDE 426, 427, and 428 evaluation tools. Currently, we are a Phase III school using the "New" teacher evaluation tool. Each administrator evaluates his/her staff once a year. Non-tenured teachers are evaluated twice a year. Plans of Improvement are created for those teachers who are basic or below basic.

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

a. Teacher Development? Yes

If a teacher is not satisfactory, a Plan of Improvement is used.

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

If a teacher is not satisfactory, a Plan of Improvement is used.

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	63
Number Not Rated	1
Total Number Employed	<hr/> 64

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	Unsatisfactory	Satisfactory	Satisfactory	Satisfactory	Satisfactory
Benton Area MSHS	33	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	33 100 %	0 0 %
Appleman El Sch	31	1 3.2 %	0 0 %	0 0 %	0 0 %	0 0 %	30 96.8 %	0 0 %
Totals	64	1 1.6 %	0 0 %	0 0 %	0 0 %	0 0 %	63 98.4 %	0 0 %

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 Benton Area School District uses an evaluation tool for all administrators once a year. The scale ranges from unsatisfactory to outstanding. Principals rated unsatisfactory or needs improvement are given intensive professional development related to their deficiencies. If the principal's performance has not improved, the principal is dismissed or demoted. The administrator meets the superintendent to review the evaluation. Each administrator is required to complete a self evaluation as well.

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

a. Principal Development? Yes

Evaluations are used to determine percentages of raises.

b. Principal Compensation? Yes

Evaluations are used to determine percentages of raises.

c. Principal Promotions? Yes

Evaluations are used to determine percentages of raises.

d. Principal Retention and Removal? Yes

Administrators who rank unsatisfactory are placed on plan. The results of the plan determine retention of the employee.

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 Standardized Principal Evaluation System? Yes

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	Unsatisfactory	Satisfactory	Satisfactory	Satisfactory	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