

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

GENERAL INFORMATION

LEA Name:

Berlin Brothersvalley SD

AUN Number:

108561003

Address:

1025 Main St Berlin, PA, 15530-1426

Name Superintendent or Chief School Administrator:

Margie Zorn

For Information Contact:

Margie Zorn

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TEACHER INFORMATION

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

Berlin Brothersvalley building principals serve as teacher evaluators. They use PDE forms 426, 427, and 428, which are based on the Danielson model of effective teaching and supportive research. Four categories and aspects of teaching are evaluated including Planning and Preparation, Classroom Environment, Instructional Delivery, and Professionalism. Instructional I teachers are evaluated at least two times per school year using PDE 426. The Instructional I to Instructional II Assessment Form, PDE 427, is used for teachers who have completed at least 3 years of service time and received 6 satisfactory semi-annual employee evaluations. Instructional II teachers are evaluated using PDE 428, which has the same rating categories as PDE 426 and 427. PDE Form 5501, which may also be used for Instructional II teachers, has four categories for evaluation including Personality, Preparation, Technique, and Pupil Reaction. All evaluation forms utilize an overall assessment rating of satisfactory or unsatisfactory. Teachers who are identified as needing improvement receive a formal improvement plan and are observed more frequently. Principals have been trained in teacher evaluation during their preparation for principal certification. Study of peer evaluation and self-made models of evaluation through forms shared by other school administrators have also been part of the process. The administrative team of elementary, middle school and high school principals and the superintendent also collaborate to recommend improvements in the use of the evaluation forms. Principals conference with teachers after observations to provide feedback. Walkthroughs and teacher self-evaluation are also used. Evaluations are not used to inform salary decisions.

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

Teachers receiving two consecutive unsatisfactory ratings based upon teaching performance, not less than four months apart, may result in termination as indicated in the PA School Code.

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	65
Number Not Rated	0
Total Number Employed	<hr/> 65 <hr/> <hr/>

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
Berlin Brothersvalley MS	17	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	17 100%
Berlin Brothersvalley SHS	24	0 0%	1 4.2%	0 0%	0 0%	0 0%	0 0%	23 95.8%
Berlin Brothersvalley El Sch	24	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	24 100%
Totals	65	0 0%	1 1.5%	0 0%	0 0%	0 0%	0 0%	64 98.5%

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 Superintendent of the Berlin Brothersvalley School District evaluates building principals annually using the Interstate School Leaders Licensure Consortium Standards. The ISLLC Standards are a common set of standards developed by a national body of state departments and national leadership organizations that specify what educational leaders should know and be able to do. There are six standards, which include varied aspects of Shared Vision, Culture of Learning, Management, Family and Community, Ethics and Societal Context. The evaluation focuses on educational leadership behaviors that influence teacher performance, school culture and instructional programs, student achievement and personal ethics, family and community involvement, and management of human and financial resources. Principals are rated in sub-areas for each standard using a rating scale of 1(low) to 5(high). Each standard is summarized as "Meeting Standard" or "Does Not Meet Standard." Significant achievements are noted on the evaluation. The principal being evaluated and the superintendent may also add comments. An improvement plan is developed for principals rated in any area as not meeting the standard. Appropriate professional development is determined to aid the principal in improvement. Another evaluation is administered within the timeline of the improvement plan to determine whether improvement is evident. Evaluations are not used to determine salary decisions.

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

a. Principal Development? Yes

If a principal receives a rating of "does not meet the standard", appropriate professional development is determined to aid in improvement in that area.

b. Principal Compensation? No

c. Principal Promotions? No

d. Principal Retention and Removal? Yes

Principal performance evaluations are used to document areas of needed improvement. An improvement plan may be implemented. An evaluation of progress of deficient areas noted on the improvement plan within a specific time period determines whether retention or removal is considered.

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>1</u>
Total Number Employed	<u><u>3</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