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

A. W. Beattie Career Center utilizes the PDE 5501 form to evaluate all instructional employees as stated in the education associations contract. A rubric of 3-2-1-0 is used for each evaluation point under the four major categories of: Personality, Technique, Pupil Reaction, and Communications. Each category consists of a possible twenty points with the total being eighty. In addition to the scoring rubric each evaluator prepares a narrative overview of the areas that require development and growth for success in working with students. Additionally, a narrative for commendations is provided to acknowledge positive activities that the instructor is involved with inside the classroom and throughout the building. A time is scheduled for the instructor and evaluator to discuss the instructional review.

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

a. Teacher Development? Yes
The instructional and administrative staff work together to develop a professional development agenda beyond the requirements of any PDE programming.

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

Performance evaluations are used to develop professional development plans for instructors to focus on growth. A.W. Beattie follows the guidelines of PDE and would dismiss a teacher who has accumulated two consecutive unsatisfactory evaluations after not demonstrating a willingness to participate in a designed corrective action plan for improvement or the ability not to improve bases on the designed plan.

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. Yes

A.W. Beattie Career Center uses a rubric in each of the following category areas: Personality, Preparation, Pupil Reaction and Communication. Each area contains a possible twenty points based on the scale of: 3=Exceeds Expectations, 2=Meets Expectations, 1=Needs Improvement, 0=Unsatisfactory (This requires an administrators comment.)

Does the LEA publicly report teacher evaluation data by school?

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

LEA Teacher Evaluations Summary:

<table>
<thead>
<tr>
<th>Description</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number Rated</td>
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</tr>
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<tr>
<td>Total Number Employed</td>
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LEA Teacher Evaluations Detail:
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<tr>
<th>Total Employed</th>
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<th>Level 1</th>
<th>Level 2</th>
<th>Level 3</th>
<th>Level 4</th>
<th>Level 5</th>
<th>Level 6</th>
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</thead>
<tbody>
<tr>
<td>(Denominator)</td>
<td>(Numerator) %</td>
<td>(Numerator) %</td>
<td>(Numerator) %</td>
<td>(Numerator) %</td>
<td>(Numerator) %</td>
<td>(Numerator) %</td>
<td>(Numerator) %</td>
</tr>
<tr>
<td>Unsatisfactory/Satisfactory</td>
<td>Unsatisfactory</td>
<td>Satisfactory</td>
<td>Satisfactory</td>
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<tr>
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<td>0%</td>
<td>0</td>
<td>0%</td>
<td>0</td>
<td>0%</td>
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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 principal evaluation is based on the areas of: Planning and Organization, Decision Making, Communications, Administrative Skills, Human Relations Skills, Financial/Physical Plan Responsibilities, Initiative Growth.

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

a. Principal Development? Yes
   An individual employed as a principal within A.W. Beattie is required to develop a set of program and individual goals that include a description of the proposed professional development. This professional development plan is reviewed with the Executive Director at submission and throughout the year to assess the attainment of stated goals and objectives.

b. Principal Compensation? Yes
   Yearly compensation for the principal position is determined by the performance evaluation that is conducted by the Executive Director. The annual salary compensation is set at a maximum possible percentage value by the Joint Operating Committee of the Career Center. The Executive Director will then based on the written evaluatuiton recommend a percentage increase for final JOC approval.

c. Principal Promotions? NA

d. Principal Retention and Removal? Yes
   A.W. Beattie's focus is to improve the performance of all individuals including the principal position.

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
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.)
   NA

Does your LEA have at least one Principal position?

   Yes

Does your LEA have a Standarized Principal Evaluation System?

   Yes

**LEA Principal Evaluations Summary:**

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<th>Number Rated</th>
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<th>Total Number Employed</th>
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**LEA Principal Evaluation Detail:**

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<tr>
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</tr>
</tbody>
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*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.*