

Pennsylvania
Department of Education
Teacher and Principal Evaluation Information
Individual LEA Data
For the 2012-13 Rating Period

GENERAL INFORMATION

LEA Name:

Bedford County Technical Center

AUN Number:

108051307

Address:

195 Pennknoll Road Everett, PA 15537

Name Superintendent or Chief School Administrator:

David M. DiPasquale

For Information Contact:

David M. DiPasquale

Email:

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Phone:

814.623.2760

TEACHER INFORMATION

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

The Bedford County Technical Center Administrative Director evaluates all instructors employed by the school. Vocational 1 certified teachers are evaluated formally twice per year using the PDE 426 and Vocational 2 certified teachers are evaluated annually using the PDE428. After the teacher has completed at least three (3) years of service time and achieved six satisfactory semi-annual evaluations, the PDE 427 is used. The PDE 5501 is used for cooperative education coordinator and career and guidance counselor. If a staff member receives an unsatisfactory rating in any category or an overall unsatisfactory rating, a professional improvement plan is administered outlining the deficiencies and suggestions are given for professional development to guide corrective action. Teachers who are identified as needing improvement are observed monthly with intense coaching by the Director and/or Lead Teacher between observations. All formal observations are followed by an individual meeting with the teacher to provide feedback and if necessary to discuss employment status. Suggestions for professional development are made in writing on the evaluation form for every teacher. Our school does not use the evaluation system to inform salary decisions; however unsatisfactory evaluations can lead to dismissal.

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

a. Teacher Development? Yes

If a staff member receives an unsatisfactory rating in any category or an overall unsatisfactory rating, a professional improvement plan is administered outlining the deficiencies and suggestions for professional development to guide corrective action.

b. Teacher Compensation? Yes

Teachers with unsatisfactory rating will not be eligible for lead teacher position and compensation that comes with this position.

c. Teacher Promotions? Yes

Teachers with unsatisfactory rating will not be eligible for lead teaching positions or mentoring assignments.

d. Teacher Retention and Removal? Yes

If a teacher receives 2 consecutive unsatisfactory ratings the teacher will be dismissed.

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

n/a

LEA Teacher Evaluations Summary:

Number Rated	8
Number Not Rated	0
Total Number Employed	<u>8</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
Bedford County Technical Cent	8	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	8 100%
Totals	8	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	8 100%

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:

Bedford County Technical Center evaluates its Director annually using an instrument based on the research of Philip Schlechthy. The performance assessment is administered by the Chief School Administrator (one of our sending district's superintendents). This assessment measures the principal's effectiveness using feedback from teachers, students, community members, parents, and other staff. It contains an administrator self-reflection piece. The evaluation tool focuses on: visionary leadership, promoting a culture of learning, data driven decision making, management of school resources, creating effective collaboration and partnerships with the community and ethical leadership. Each category is weight the same and a score is given on a scale of 1-5. The overall score is calculated by adding all the scores for each category. The results are interpreted against a set of performance standards ranging from Unsatisfactory (making no contribution in this area) to outstanding (Makes outstanding contributions to the school in this area). After the evaluation results have been interpreted and the individual principal's reports are prepared, the superintendent meets with the principal to discuss the report and to develop personal performance goals for the next year. Principals rated unsatisfactory are given intensive professional development related to their deficiencies and another evaluation is administered in six months. If the principal's performance has not improved, the principal may be dismissed.

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

a. Principal Development? Yes

After the evaluation results have been interpreted and the individual principal's reports are prepared, the superintendent meets with the principal to discuss the report and to develop personal performance goals for the next year. Principals rated unsatisfactory are given intensive professional development related to their deficiencies and another evaluation is administered in six months. If the principal's performance has not improved, the principal may be dismissed.

b. Principal Compensation? Yes

Somewhat. Compensation is scaled comsurate with the performance evaluation to some degree. Due to poor budgetary climate this has not been the case.

c. Principal Promotions? No

n/a

d. Principal Retention and Removal? Yes

If the performance evaluation results in a poor performance evaluation the adminstraotr would receive a performacne improvement plan. If the performance continues the administrator would considered for dismissal.

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

- a. Student Achievement Outcomes? Yes
- b. Student Growth Data? No

Data driven decision making category of the Director's evaluation is uses student achievement data as a basis for scoring the director in this category.

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. Yes

Each category is weight the same and a score is given on a scale of 1-5. The overall score is calculated by adding all the scores for each category. The results are interpreted against a set of performance standards ranging from Unsatisfactory (making no contribution in this area) to outstanding (Makes outstanding contributions to the school in this area).

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 Standarized Principal Evaluation System? Yes

LEA Principal Evaluations Summary:

Number Rated	1	
Number Not Rated	0	
Total Number Employed	1	

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 (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**