

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

GENERAL INFORMATION

LEA Name:

Central PA Institute of Science & Technology

AUN Number:

110141607

Address:

540 North Harrison Road Pleasant Gap, PA 16823

Name Superintendent or Chief School Administrator:

Dr. Richard C. Makin

For Information Contact:

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TEACHER INFORMATION

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

Teachers are observed by the Director of Secondary Education four times each quarter with a locally developed informal observation form. The information obtained on these forms as well as information collected on a Quantitative Report completed by the instructor are used in part to complete PDE Forms 426 and 428. The Quantitative Report provides information regarding teacher, student, and program area accomplishments for the school year. Non-tenured teachers receive two formal evaluations each year while tenured teachers receive one formal observation during the year. If necessary, additional formal evaluations are completed if unsatisfactory ratings are received by the instructor. The components of Form 426 and 428 guide the observation process and help determine satisfactory vs. unsatisfactory teacher ratings.

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

a. Teacher Development?

Yes

The Professional Development Committee regularly reviews data from redacted teacher evaluations to help formulate subsequent year's Act 48 professional development programs. Further, teachers are encouraged to attend professional development training based on the individual professional development needs of the instructors. If whole-group instruction is appropriate, training is provided during inservice days. Otherwise, CPI administration makes every effort to ensure that instructors receive the needed training to make them effective instructors in all areas.

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

Teachers receiving two unsatisfactory ratings in the appropriate time frame may be removed from their position following due process procedures.

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)? More than twice a year
- b. Experienced Teachers (More than 3 Years)? More than twice a year

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	20
Number Not Rated	0
Total Number Employed	<hr/> 20 <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
Central PA Institute of Science	20	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	20 100%
Totals	20	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	20 100%

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:

The form used for Principal evaluations has been designed by the President of the school and is based on the six Interstate School Leadership Licensure Consortium (ISLLC) Standards. These six standards include:

Standard 1: A school administrator is an educational leader who promotes the success of all students by facilitating the development, articulation, implementation, and stewardship of a vision of learning that is shared and supported by the school community. Standard 2: A school administrator is an educational leader who promotes the success of all students by advocating, nurturing, and sustaining a school culture and instructional program conducive to student learning and staff professional growth. Standard 3: A school administrator is an educational leader who promotes the success of all students by ensuring management of the organization, operations, and resources for a safe, efficient, and effective learning environment. Standard 4: A school administrator is an educational leader who promotes the success of all students by collaborating with families and community members, responding to diverse community interests and needs, and mobilizing community resources. Standard 5: A school administrator is an educational leader who promotes the success of all students by acting with integrity, fairness, and in an ethical manner. Standard 6: A school administrator is an educational leader who promotes the success of all students by understanding, responding to, and influencing the larger political, social, economic, legal, and cultural context. Based on these six standards, principals are evaluate on a 1-5 rating with 1 meaning unsatisfactory, 3 - needs improvement, and 5 - satisfactory. Principals receive one written evaluation annually based on the entire school year. The President of the school evaluates the Principal.

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

a. Principal Development? Yes

For each area of the Principal's evaluation that reflects "Needs Improvement", the principal develops a personal professional development plan that includes training in the specified areas.

b. Principal Compensation? Yes

The Principal establishes five professional goals each year which are approved by the Joint Operating Committee and the Sending School Superintendents. The obtainment of each goal provides a .4% compensation bonus based on the principal's yearly salary.

c. Principal Promotions? No

d. Principal Retention and Removal? Yes

Several or even one unsatisfactory Principal evaluation can result in the removal of the person from the position. If a principal receives and unsatisfactory rating, it is common practice to implement an improvement plan before removing the person from the 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)? 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

The Central PA Institute of Science and Technology uses a Principal rating based on the Interstate School Leadership Licensure Consortium (ISLLS) standards. This assessment measures the principal's effectiveness using feedback from the supervisor and from the principal. The results are interpreted against a set of rating definitions ranging from 1 (Minimally Acceptable) to 5 (Overall excellent performance).

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?

Does your LEA have at Standardized 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		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

