

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

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**GENERAL INFORMATION**

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**LEA Name:**

Clearfield County CTC

**AUN Number:**

110171607

**Address:**

1620 River Road Clearfield, PA 16830

**Name Superintendent or Chief School Administrator:**

Lois A. Richards

**For Information Contact:**

Lois A. Richards

**Email:**

lrichards@ccctc.org

**Phone:**

814-765-5308

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**TEACHER INFORMATION**

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

CCCTC uses the standard Pennsylvania Department of Education teacher evaluation forms. The PDE forms are based on the Danielson models of effective teaching and supporting research. The indicators on these forms are used to help the assistant director as he evaluates the teachers during semi annual observations of Vocational I teachers and annual observations of Vocational II or degreed teachers. Following the formal evaluation, the Assistant Director then meets with each teacher individually to discuss and review the evaluation. Should a teacher be identified as unsatisfactory in any area, he/she would then be required to show improvement through an individualized teacher improvement plan, observed regularly, both formal and informal, and coached between observations. The plan would be developed specifically for that teacher by the director and/or assistant director to include additional professional development to address weaknesses noted in the evaluation. (Note: This step has not been necessary, as all teachers were considered satisfactory.) All teachers are informally evaluated daily through walk-throughs, discussions/conversations with administration, administrators talking with students, etc. Training for all teachers on topics covered under school goals takes place at five in-service days annually. The school does not use the evaluation system to make salary decisions, as this is dictated by the teachers' contract; however unsatisfactory evaluations could lead to dismissal if the teacher improvement plan intervention is not productive.

**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

Up to this point, we did not. As a TAP school, we have certain professional development opportunities presented to us that we take advantage of. In addition, we have training that fulfills legal obligations. With the new evaluation system, data will be used to inform professional development plans for teachers.

At this point, all teachers are satisfactory. However, if a teacher were unsatisfactory, decisions would be made regarding continuing employment once an improvement plan was tried.

**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	11
Number Not Rated	3
Total Number Employed	<hr/> 14 <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
Clearfield County CTC	14	3 21.4 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	11 78.6 %
<b>Totals</b>	<b>14</b>	<b>3 21.4 %</b>	<b>0 0 %</b>	<b>0 0 %</b>	<b>0 0 %</b>	<b>0 0 %</b>	<b>0 0 %</b>	<b>11 78.6 %</b>

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:

CCCTC does not have a regular formal evaluation system. However, the Executive Director is informally evaluated by the board on an ongoing and regular basis. Board members meet monthly with the executive director, who gives a monthly report of student activities, achievement, and growth. In addition, she is rated by the adult education success and overall school achievement and growth.

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

- a. Principal Development? No
- b. Principal Compensation? No
- c. Principal Promotions? No
- d. Principal Retention and Removal? No

### 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)? Other

### 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?** No

**LEA Principal Evaluations Summary:**

Number Rated	1
Number Not Rated	<u>0</u>
Total Number Employed	<u><u>1</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										Satisfactory	
<b>Totals</b>	*	*	* %	*	* %	*	* %	*	* %	*	* %	*	* %	*	* %

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

