

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

---

GENERAL INFORMATION

---

**LEA Name:**

Crawford County CTC

**AUN Number:**

105201407

**Address:**

860 Thurston Road Meadville, PA 16335

**Name Superintendent or Chief School Administrator:**

Neil Donovan

**For Information Contact:**

Neil Donovan

**Email:**

ndonovan@crawfordctc.org

**Phone:**

814-724-6024

---

TEACHER INFORMATION

---

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

Teachers at the Crawford County Career and Technical Center are evaluated annually by the Assistant Director and Director with the Danielson Model. The year-end reporting tool is the PDE 426 or 428. Tenured instructors were evaluated once and non-tenured professionals were evaluated once each semester. Teacher evaluations provide professionals with specific direction for improvement; "Satisfactory" ratings are required or a teacher is put on an "Improvement Plan", which includes direction for change and improvement. Teachers that are unable to meet the objectives of the Improvement Plan will be brought to the JOC for possible suspension or termination.

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

a. Teacher Development?

Yes

If Administration determines that there is a general or widespread instructional weakness in the faculty, the Professional Development plans will address these weaknesses.

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

Teacher performance must meet the standard of "Satisfactory" in order for the teacher to earn tenure and remain employed in the school.

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

- a. Student Achievement Outcomes?
- 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)? 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	19
Number Not Rated	0
Total Number Employed	19

**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
Crawford County CTC	19	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	19 100%
<b>Totals</b>	<b>19</b>	<b>0 0%</b>	<b>0 0%</b>	<b>0 0%</b>	<b>0 0%</b>	<b>0 0%</b>	<b>0 0%</b>	<b>19 100%</b>

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 Vocational Director completes an internally designed performance evaluation instrument for the Assistant Director. The Superintendent of Record completes a narrative evaluation for the Director.

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

a. Principal Development? Yes

Areas of identified weakness for a principal drive improvement plans

b. Principal Compensation? No

c. Principal Promotions? Yes

Certainly. Good assistants move ahead quickly.

d. Principal Retention and Removal? Yes

Certainly. Poor performance may lead to removal. Excellent performance will lead to promotion.

### 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?** No

**LEA Principal Evaluations Summary:**

Number Rated	2
Number Not Rated	0
Total Number Employed	2

**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**

