

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:**

Eastern Westmoreland CTC

**AUN Number:**

107652207

**Address:**

4904 Route 982 Latrobe, PA 15650

**Name Superintendent or Chief School Administrator:**

Marie Bowers

**For Information Contact:**

Marie Bowers

**Email:**

mbowers@wiu.k12.pa.us

**Phone:**

724-539-9788

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**TEACHER INFORMATION**

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

Our school uses the PDE-5501 Temporary Professional Employee/Professional Employee Rating Form to evaluate our teachers. Our Principal and Administrative Director complete formal and informal observations of teachers and collaborate on final evaluations. Both receive professional development in instructional leadership and supervision through PA Inspired Leadership and NISL. Instructional I teachers are evaluated semi-annually and Instructional II teachers are evaluated annually. Each of the four indicators from the 5501 (Personality, Preparation, Technique, and Pupil Reaction) are evaluated in multiple areas using Observation Reports of Professional Performance developed in-house. Teachers are rated Outstanding, Satisfactory, Needs Improvement, or Unsatisfactory in each of these areas and receive an overall rating for each indicator of Satisfactory or Unsatisfactory. Teachers who are identified as having a need for improvement through this process are provided Professional Plans for Improvement and are observed more frequently as defined therein. Our school does not use the evaluation system to inform salary decisions however successive unsatisfactory evaluations can lead to dismissal. Specific professional development may be prescribed to address areas in need of improvement.

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

a. Teacher Development? Yes

If a teacher's performance evaluation identifies an area in need of improvement, specific professional development that addresses that need is encouraged.

b. Teacher Compensation? No

c. Teacher Promotions? No

d. Teacher Retention and Removal? Yes

Teachers who receive unsatisfactory ratings on successive evaluations may 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

**LEA Teacher Evaluations Summary:**

Number Rated 19

Number Not Rated 1

Total Number Employed 20

**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   |
| Eastern Westmoreland CTC    | 20             | 1 5 %         | 0 0 %          | 0 0 %         | 0 0 %         | 0 0 %         | 0 0 %         | 19 95 %        |
| <b>Totals</b>               | <b>20</b>      | <b>1 5 %</b>  | <b>0 0 %</b>   | <b>0 0 %</b>  | <b>0 0 %</b>  | <b>0 0 %</b>  | <b>0 0 %</b>  | <b>19 95 %</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:

Eastern Westmoreland Career and Technology Center's principal evaluation system is based on an administrative staff performance evaluation tool used in conjunction with PDE's Principal Effectiveness Instrument. Both are completed by the Administrative Director. The Director receives professional development in instructional leadership and supervision through PA Inspired Leadership and NISL. The assessment rubric includes self-assessment and supervisor evaluation components. The Principal is evaluated in 4 domain areas: Strategic/Cultural Leadership, Systems Leadership, Leadership for Learning and Professional and Community Leadership. Each of these domains includes multiple sub-categories. Ratings for each category are determined on the following scale: Failing, Needs Improvement, Proficient and Distinguished. The administrative staff annual evaluation includes the collaborative development of goals, a mid-year self-assessment, a mid-year conference, an end-of-year self-assessment, and an end-of-year conference. Specific professional development may be prescribed to address areas in need of improvement.

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

a. Principal Development? Yes

If a principal's performance evaluation identifies an area in need of improvement, specific professional development to address the need is encouraged.

b. Principal Compensation? No

c. Principal Promotions? No

d. Principal Retention and Removal? Yes

If the principal receives successive unsatisfactory evaluations, they may be dismissed.

### 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?** Yes

**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 | NA            | Satisfactory  | Satisfactory  | NA            | 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**

