

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

GENERAL INFORMATION

LEA Name:

Greater Altoona CTC

AUN Number:

108070607

Address:

1500 4th Avenue Altoona, PA 16602

Name Superintendent or Chief School Administrator:

Dr. Lanny Ross

For Information Contact:

Dr. Lanny Ross

Email:

lanny.ross@gactc.edu

Phone:

814-946-8450

TEACHER INFORMATION

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

Our Career and Technical Center uses PDE forms 426 and 428 to evaluate secondary teachers. The Assistant Director and building Principal use the indicators on these forms to evaluate teachers during annual observations of Vocational Instructional II and Instructional II teachers and semi-annual observations of Emergency, Intern, Vocational Instructional I, and Instructional I teachers. Additionally, an in-house Professional Employee Observation form is utilized which addresses the following criteria: Planning and Preparation, Classroom Management, Instructional Delivery, and Professionalism. These observation criteria are used to determine if the instructor is to be rated satisfactory or unsatisfactory. Teachers in need of improvement are given additional individual professional development opportunities. Our Career Center does not use the evaluation system to inform salary decisions; however, unsatisfactory evaluations can lead to dismissal. Since the school is ISO certified, instructional evaluations occur within the parameters of the Quality Management Initiative.

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

a. Teacher Development?

No

NA

b. Teacher Compensation? No

NA

c. Teacher Promotions? No

NA

d. Teacher Retention and Removal? Yes

Teachers receiving unsatisfactory performance ratings are provided assistance; and if they fail to improve, they are counseled into another career field.

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

a. Student Achievement Outcomes? Yes

b. Student Growth Data? No

Virtually every student is subjected to an end-of-program written and performance assessment (e.g., NOCTI, NIMS). Student proficiency or lack thereof on this assessment is one criterion used in the evaluation of instructors.

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

NA

Does the LEA publicly report teacher evaluation data by school?

a. Yes or No? (Web link provided if applicable.) No

NA

LEA Teacher Evaluations Summary:

Number Rated	33
Number Not Rated	0
Total Number Employed	33

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	NA	NA	NA	NA	Satisfactory
Greater Altoona CTC	33	0 0%	1 3%	0 0%	0 0%	0 0%	0 0%	32 97%
Totals	33	0 0%	1 3%	0 0%	0 0%	0 0%	0 0%	32 97%

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 Principal of the Greater Altoona Career & Technology Center is evaluated annually using PDE Form 5501. This assessment provides a measurement of the principal's effectiveness on four basic criteria. These include those personal characteristics that influence professional performance such as prudent judgment, poise, composure, and attitude. The second criterion relates to the principal's communication skills, ability to work toward team goals, and expertise in meeting teacher and student needs. The principal's performance as an instructional leader is assessed on variables such as promoting a positive learning atmosphere for instructors and students, understanding of special education laws and regulations, and encouraging appropriate instructional strategies. Pupil Reaction is the fourth criterion and it concerns the principal's modeling of behavior conducive to learning and participation in learning and co-curricular activities including all career and technical student organizations. Since the school is ISO certified, instructional and administrative evaluations occur within the parameters of the Quality Management Initiative.

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

a. Principal Development? Yes

Principal is encouraged and advised to participate in PIL's that relate directly to pertinent topics in career and technical education.

b. Principal Compensation? No

NA

c. Principal Promotions? No

NA

d. Principal Retention and Removal? Yes

This response is a qualified yes. Although it has never occurred, principals receiving unsatisfactory performance rating are provided assistance; and if they fail to improve, they are counseled into another career field.

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

a. Student Achievement Outcomes? Yes

b. Student Growth Data? Yes

The entire administrative team shares accountability for the performance of CTE students' achievement on end-of-program National Occupational Competency Testing (NOCTI).

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 following ten criteria are aligned with PDE Form 5501. Maximum points earned in each criterion are 20, and the weighting factor for each criterion is 0.10: Strategic planning and school vision; supports educational atmosphere consistent with a standards-based approach to school improvement; evidences planning that uses data to inform decisionmaking; Supports accommodation as necessary for individual student learning; exercises prudent judgment in managing resources for effective results; maintains poise in communication with parents, staff, and students toward desired learning outcomes; demonstrates personal and professional integrity; advocates effectively for career and technical education; advances professional development of self and instructors; monitors and effectively uses student achievement and growth data.

Does the LEA publicly report principal evaluation data by school?

a. Yes or No? (Web link provided if applicable.) No

NA

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	NA	NA	NA	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**