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

GENERAL INFORMATION

LEA Name:
Dr Robert Ketterer CS, Inc.

AUN Number:
107653040

Address:
1133 Village Way Latrobe, PA 15650

Name Superintendent or Chief School Administrator:
Eric Guldin

For Information Contact:
Eric Guldin

Email:
eric.guldin@ketterercharter.org

Phone:
7245379110

TEACHER INFORMATION

Describe the LEA’s system used to evaluate the performance of your teachers:
Teachers evaluations are not based on one formal observation, but through a series of informal observations including walkthroughs, student performance, daily evaluation of assigned duties and compliance with process and procedures.

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

a. Teacher Development? Yes
   Teachers who may be struggling in a particular area defined in their formal observation will be placed on an improvement plan.
b. Teacher Compensation? No

c. Teacher Promotions? No

d. Teacher Retention and Removal? Yes

   If a teacher is unsuccessful in completing their designed improvement plan, they may be removed from their assignment.

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:

<table>
<thead>
<tr>
<th>Description</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number Rated</td>
<td>32</td>
</tr>
<tr>
<td>Number Not Rated</td>
<td>0</td>
</tr>
<tr>
<td>Total Number Employed</td>
<td>32</td>
</tr>
</tbody>
</table>

LEA Teacher Evaluations Detail:
### Total Employed

<table>
<thead>
<tr>
<th>Level 1</th>
<th>Level 2</th>
<th>Level 3</th>
<th>Level 4</th>
<th>Level 5</th>
<th>Level 6</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Numerator)</td>
<td>(Numerator)</td>
<td>(Numerator)</td>
<td>(Numerator)</td>
<td>(Numerator)</td>
<td>(Numerator)</td>
</tr>
<tr>
<td>Un satisfactory/Satisfactory</td>
<td>Unsatisfactory</td>
<td>Satisfactory</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

| Dr Robert Ketterer CS, Inc. | 32 | 0 | 0 % | 1 | 3.1 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 31 | 96.9 % |

**Totals**

| 32 | 0 | 0 % | 1 | 3.1 % | 0 | 0 % | 0 | 0 % | 0 | 0 % | 31 | 96.9 % |

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**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 cannot 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.

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**PRINCIPAL INFORMATION**

Describe the LEA’s system used to evaluate the performance of your Principals:

Principals are evaluated by the Board of Trustees and the CEO.

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

- a. Principal Development?
  - Yes

  Development plans are established based on evaluations for the following school year.

- b. Principal Compensation?
  - No

- c. Principal Promotions?
  - No

- d. Principal Retention and Removal?
  - Yes

  If a principal is unable to successfully complete their development plan, they are in jeopardy of being 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 a Standardized Principal Evaluation System? Yes

LEA Principal Evaluations Summary:

<table>
<thead>
<tr>
<th></th>
<th>Number Rated</th>
<th>Number Not Rated</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Number Employed</td>
<td></td>
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<tr>
<th>LEA Principal Evaluation Detail:</th>
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<tbody>
<tr>
<td>Total Employed</td>
</tr>
<tr>
<td>(Denominator)</td>
</tr>
<tr>
<td>Unsatisfactory/Satisfactory</td>
</tr>
<tr>
<td>Totals</td>
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</tbody>
</table>

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.