

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

GENERAL INFORMATION

LEA Name:

Baldwin-Whitehall SD

AUN Number:

103021102

Address:

4900 Curry Rd Pittsburgh, PA 15236

Name Superintendent or Chief School Administrator:

Randal A. Lutz

For Information Contact:

Georgann Helman

Email:

rlutz@bwschools.net

Phone:

412-884-6300

TEACHER INFORMATION

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

Teachers that have not obtained tenure or that are in their first three years of service in the school district are observed and evaluated twice annually. Tenured staff are observed and evaluated once annually. PDE Form 426 is used for non-tenured staff. An approved variant of PDE 5501 is used for all other staff. Feedback is provided in narrative form for each area (Personality, Preparation, Technique, Pupil Reaction).

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

- a. Teacher Development? Yes

Based upon patterns of findings during evaluations, professional development topics are added or deleted from the program.

b. Teacher Compensation? Yes

An unsatisfactory rating will result in no step advancement for teachers

c. Teacher Promotions? Yes

A rating of unsatisfactory will result in a salary freeze for that school year.

d. Teacher Retention and Removal? Yes

Teachers can be removed from their position due to consecutive unsatisfactory ratings.

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 284

Number Not Rated 0

Total Number Employed 284

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
Harrison MS	60	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	60 100 %
Paynter EI Sch	52	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	52 100 %
Baldwin SHS	101	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	101 100 %
Whitehall EI Sch	43	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	43 100 %
McAnnulty EI Sch	28	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	28 100 %
Totals	284	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	284 100 %

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:

Principal evaluation is comprised of two parts. Goal attainment and ability to accomplish core elements of position. Principals are evaluated on each section and then given an overall evaluation. Narrative feedback is given for each section.

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

a. Principal Development? Yes

Topics are selected based upon observed needs of principals

b. Principal Compensation? No

c. Principal Promotions? Yes

Informally, if a principal is not successful at one level they will not be promoted.

d. Principal Retention and Removal? Yes

Ineffective principals will be removed from their position.

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

a. Student Achievement Outcomes? Yes

b. Student Growth Data? Yes

Principals receive feedback regarding student achievement in several areas within the evaluation.

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	9
Number Not Rated	<u>1</u>
Total Number Employed	<u><u>10</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	Unsatisfactory	Satisfactory			Satisfactory
Totals	10	1 10%	0 0%	0 0%	0 0%	0 0%	0 0%	9 90%

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

