

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

GENERAL INFORMATION

LEA Name:

Bermudian Springs SD

AUN Number:

112011103

Address:

7335 Carlisle Pike York Springs, PA 17372

Name Superintendent or Chief School Administrator:

Dr. Shane Hotchkiss

For Information Contact:

Dr. Shane Hotchkiss

Email:

shotchkiss@bermudian.org

Phone:

717-528-4113

TEACHER INFORMATION

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

The District utilizes the PDE 426 and 428 forms for teacher evaluation. New teachers are evaluated twice per year and all others are evaluated annually.

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

- a. Teacher Development? Yes

We utilize a site based management style. As a result, our building administrators are expected to review the overall performance of their teachers and note any patterns of need. In turn, they have the ability to provide building level professional development based on those needs. In addition, we review this information for each building, therefore, enabling us to see needs that may be district-wide.

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

Two consecutive unsatisfactory ratings on either the 426 or 428 may result in a recommendation for teacher dismissal.

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 | 143 |
| Number Not Rated | 0 |
| Total Number Employed | 143 |

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 |
| Bermudian Springs El Sch | 49 | 0 0 % | 0 0 % | 0 0 % | 0 0 % | 0 0 % | 0 0 % | 49 100 % |
| Bermudian Springs MS | 47 | 0 0 % | 0 0 % | 0 0 % | 0 0 % | 0 0 % | 0 0 % | 47 100 % |
| Bermudian Springs HS | 47 | 0 0 % | 0 0 % | 0 0 % | 0 0 % | 0 0 % | 0 0 % | 47 100 % |
| Totals | 143 | 0 0 % | 0 0 % | 0 0 % | 0 0 % | 0 0 % | 0 0 % | 143 100 % |

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 deducted , 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 District utilizes its own constructed form for administrators. The process begins with the annual identification of four goals per year. Three of the goals must relate to building or district initiatives and the final goal is chosen by the Superintendent for each individual. All administrators are evaluated on their performance at a midpoint and then at the end of the year. Compensation is based on the attainment of the goals and work in the areas of leadership skills, management and personal characteristics.

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

a. Principal Development? Yes

Specific goals are generated from year to year based on an individual's performance and overall evaluation.

b. Principal Compensation? Yes

The Board of Directors sets a potential percentage increase each year for administrators based on their performance.

c. Principal Promotions? No

d. Principal Retention and Removal? Yes

Yes - this process would be similar to our teaching staff. Two consecutive unsatisfactory ratings may result in dismissal of the individual as an administrator.

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

a. Student Achievement Outcomes? No

b. Student Growth Data? No

