

Pennsylvania
Department of Education
Teacher and Principal Evaluation Information
Individual LEA Data
For the 2013-14 Rating Period

GENERAL INFORMATION

Name of LEQ or Charter School:

Bald Eagle Area SD

AUN Number:

110141003

Address of LEA or Charter School:

751 S Eagle Valley Rd Wingate, PA 16823

Name Superintendent or Chief School Administrator:

Jeffrey D. Miles

For Information Contact:

Betsy Gettig

Email:

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Phone:

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TEACHER INFORMATION

If the LEA does not use their teacher evaluation system as a basis for the following, their decision criteria is provided:

a. Professional Development?

As we plan our Professional Development Days, we may be introducing a new elementary reading program requiring us to provide Professional Development. This Professional Development may be required because of a change to Google and Chromebooks, or because of an area where we struggled as a district, building, grade level, or individual.

b. Teacher Compensation?

Teacher Compensation is determined by the BEA Teacher Union Contract. Salary is dependent upon years of experience and course credits earned(salary schedule). For example, an individual with a Master's Degree will earn more than an individual with a Bachelor's Degree for the same years of service.

c. Teacher Advancement/Promotions?

In the event we have an advancement or promotion, we would look at the applicants experience, past evaluations, observations inside and outside the classroom, as well as recommendations from supervisor.

d. Teacher Retention and Removal?

Our district follows Pa Code.

Does the LEA use weighting formula(e) and/or rubric(s) to guide teacher evaluators?(Charter Schools Only)

a. Yes or No? If Yes, describe background and process.

Does the LEA teacher evaluation system described above include the following as evaluation criterion:(Charter Schools Only)

a. Student Achievement Outcomes?

b. Student Growth Data?

How often does the LEA formally evaluate:

a. Temporary Professionals (Less than 3 Years)? Twice a year

b. Professionals (More than 3 Years)? Annually

LEA Teacher Evaluations Summary:

Number Rated	137
Number Not Rated	0
Total Number Employed	<u>137</u>

LEA Teacher Evaluations Detail:

	Total Employed	Not Rated	Level 1	Level 2	Level 3	Level 4	Unsatisfactory	Satisfactory
	(Denominator)	(Numerator) %	(Numerator) %	(Numerator) %	(Numerator) %	(Numerator) %	(Numerator) %	(Numerator) %
Bald Eagle Area JSHS	68	0 0%	0 0%	3 4.4%	62 91.2%	3 4.4%	0 0%	68 100%
Howard El Sch	7	0 0%	0 0%	0 0%	7 100%	0 0%	0 0%	7 100%
Mountaintop Area El Sch	13	0 0%	0 0%	0 0%	13 100%	0 0%	0 0%	13 100%
Port Matilda El Sch	15	0 0%	0 0%	0 0%	13 86.7%	2 13.3%	0 0%	15 100%
Wingate El Sch	34	0 0%	0 0%	1 2.9%	32 94.1%	1 2.9%	0 0%	34 100%
Totals	137	0 0%	0 0%	4 2.9%	127 92.7%	6 4.4%	0 0%	137 100%

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:

The Administrative Evaluation process focuses on 8 areas of excellence. These essential topics include Leadership, Planning/Organization/Implementation, Problem Solving, Interpersonal Relations, Reliability, Compliance with Policies/Rules/Regulations, Professional Growth, and Appearance. Within this evaluation, student data is analyzed to determine student needs and staff development. This data may be local, such as a grade level test, course assessment, 4sight, or CDTs. State data would be PSSA and Keystone results. Effective communication with all stakeholders is also part of the evaluation. This would include communication with students, parents, teachers, other administrators, board members, and other individuals within our community. Meeting the required deadlines from local, state, and federal entities are included within the Administrative Assessment. Finally, administrative professional development is individualized based on deficiencies and personal interests.

If the LEA does not use their principal evaluation system as a basis for the following, their decision criteria is provided:

- a. Principal Development?
- b. Principal Compensation?
- c. Principal Promotions?
- d. Principal Retention and Removal?

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

- a. Student Achievement Outcomes? Yes
- b. Student Growth Data? No

Within the Job Responsibility Evaluation Performance Review, there is a section titled, "Planning, Organization, and Implementation". In this section, we look at student needs assessment data in planning, organizing and implementing instructional program. This information may come from local or state assessment materials. These assessments might include course tests, 4sight, CDTs, and PSSA Tests.

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 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	6
Number Not Rated	0
Total Number Employed	6

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	NA	Satisfactory
Totals	6	0 0%	0 0%	0 0%	1 16.7%	5 83.3%	0 0%	0 0%

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

