Name of LEQ or Charter School:
Beaver Area SD

AUN Number:
127041203

Address of LEA or Charter School:
855 2nd St  Beaver, PA  15009

Name Superintendent or Chief School Administrator:
Dr. John C. Hansen

For Information Contact:
Dr. Carrie Rowe

Email:
rowec@basd.k12.pa.us

Phone:
724-774-0251  -  5002

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**GENERAL INFORMATION**

**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?

b. Teacher Compensation?
   
   Compensation is a contractual issue.

c. Teacher Advancement/Promotions?
d. Teacher Retention and Removal?

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 | 120 |
| Number Not Rated | 0 |
| Total Number Employed | 120 |

LEA Teacher Evaluations Detail:

<table>
<thead>
<tr>
<th>Total Employed</th>
<th>Not Rated</th>
<th>Level 1</th>
<th>Level 2</th>
<th>Level 3</th>
<th>Level 4</th>
<th>Ununsatisfactory</th>
<th>Satisfactory</th>
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<tbody>
<tr>
<td>(Denominator)</td>
<td>(Numerator)</td>
<td>%</td>
<td>(Numerator)</td>
<td>%</td>
<td>(Numerator)</td>
<td>%</td>
<td>(Numerator)</td>
</tr>
<tr>
<td>Beaver Area MS</td>
<td>24</td>
<td>0 0%</td>
<td>0 0%</td>
<td>0 0%</td>
<td>24 100%</td>
<td>0 0%</td>
<td>0 0%</td>
</tr>
</tbody>
</table>
Describe the LEA's system used to evaluate the performance of your Principals:

The Superintendent, or his designee, annually evaluates the performance of principals in the district using a form whose research is based on the Interstate School Leadership Licensure Consortium (ISLLC) Standards. These five broad categories and their corresponding ISLLC standards are listed below: 1.) Leadership – Standard: Facilitates the development, articulation, implementation, and stewardship of a vision of learning that is shared and supported by the school community. 2.) School Culture – Standard: Advocates, nurtures, and sustains a school culture and instructional program conducive to student learning and staff professional development. 3.) Building Management & Operations – Standard: Ensures management of the organization, operations, and resources for a safe, efficient, and effective learning environment. 4.) School-Community Relations – Standard: Collaborates with families and community members, responds to diverse community interests and needs, and mobilizes community resources. 5.) District-Community Relations – Standard: Understands, responds to, and influences the larger political, social, economic, legal, and cultural context. A principal may earn one of the following three ratings in each above named category: Exceeds Expectations, Meets Expectations, or Needs Improvement. At the end of each school year, the Superintendent or his designee meets with the principal to discuss impression of the principal's performance throughout the school year, to detail objective data/observations for each broad category, to review a summative evaluation report, and to determine professional goals and levels of support for the following school year. The summative evaluation report also includes an overall rating, which takes into account the ratings in each of the five categories named above. A qualitative approach to the overall rating is used in lieu of a strict rubric or weighting scale. The qualitative approach permits the evaluator to assume multiple constructions or interpretations of performance, which can change based on changes in context. A gross deficiency in a single category or significant deficiencies in several categories may be sufficiently serious to warrant a total rating of "Needs Improvement." In the case of an unsatisfactory rating, a principal is issued an improvement plan. Failure to comply with or successfully complete the improvement plan or issuance of two consecutive unsatisfactory ratings is sufficient evidence to support dismissal on the grounds of incompetency.

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? 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

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**Does your LEA have at least one Principal position?** Yes

**Does your LEA have at Standarized Principal Evaluation System?** Yes

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### LEA Principal Evaluations Summary:

<p>| | |</p>
<table>
<thead>
<tr>
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<tbody>
<tr>
<td>Number Rated</td>
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</tr>
<tr>
<td>Number Not Rated</td>
<td>0</td>
</tr>
<tr>
<td>Total Number Employed</td>
<td>4</td>
</tr>
</tbody>
</table>

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### LEA Principal Evaluation Detail:

<table>
<thead>
<tr>
<th></th>
<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>Total Employed (Denominator)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Not Rated (Numerator)</td>
<td>*</td>
<td>*</td>
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</tr>
</tbody>
</table>

- Unsatisfactory/Satisfactory: Unsatisfactory
- Satisfactory

**Totals:**

- * * %
- * * %
- * * %
- * * %
- * * %
- * * %

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*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 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.