

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

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GENERAL INFORMATION

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**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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TEACHER INFORMATION

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

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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:**

	Total Employed	Not Rated		Level 1		Level 2		Level 3		Level 4		Unsatisfactory		Satisfactory	
	(Denominator)	(Numerator)	%	(Numerator)	%	(Numerator)	%	(Numerator)	%	(Numerator)	%	(Numerator)	%	(Numerator)	%
Beaver Area MS	24	0	0%	0	0%	0	0%	24	100%	0	0%	0	0%	24	100%

Beaver Area SHS	41	0	0%	0	0%	0	0%	31	75.6 %	10	24.4 %	0	0%	41	100 %
College Square El Sch	27	0	0%	0	0%	0	0%	23	85.2 %	4	14.8 %	0	0%	27	100 %
Dutch Ridge El Sch	28	0	0%	0	0%	0	0%	28	100 %	0	0%	0	0%	28	100 %
<b>Totals</b>	<b>120</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>106</b>	<b>88.3 %</b>	<b>14</b>	<b>11.7 %</b>	<b>0</b>	<b>0%</b>	<b>120</b>	<b>100 %</b>

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 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 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



