

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:

Bellefonte Area SD

AUN Number:

110141103

Address of LEA or Charter School:

318 N Allegheny St Bellefonte, PA 16823

Name Superintendent or Chief School Administrator:

Dr. Cheryl A. Potteiger

For Information Contact:

Dr. Cheryl A. Potteiger

Email:

cpotteiger@basd.net

Phone:

814-355-4814 - 3002

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?

We utilize feedback and data obtained through ongoing teacher observations; additionally we work with our instructional coaches as well as data obtained from student data to inform our decisions. In conjunction with this, our professional development decisions are informed by Pennsylvania State mandates for ongoing educational initiatives.

b. Teacher Compensation?

We do utilize our performance evaluation to help us determine whether or not a teacher needs additional instructional or professional support; however, if a teacher is not released due to performance, their compensation is determined contractually.

c. Teacher Advancement/Promotions?

Teacher performance as well as a structured and formal review and interview process are utilized in cases where a teacher may apply for a different position within our system or for additional leadership responsibilities such as a department chairperson or supervisor.

d. Teacher Retention and Removal?

Performance evaluations are one part of a very thoughtful and objective review process when decisions for removal are made.

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	228
Number Not Rated	0
Total Number Employed	<u>228</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) %
Bellefonte Area HS	74	0 0%	0 0%	0 0%	64 86.5 %	10 13.5 %	0 0%	74 100 %
Bellefonte Area MS	51	0 0%	0 0%	0 0%	50 98 %	1 2 %	0 0%	51 100 %
Bellefonte El Sch	38	0 0%	0 0%	0 0%	38 100 %	0 0 %	0 0%	38 100 %
Benner El Sch	18	0 0%	0 0%	0 0%	17 94.4 %	1 5.6 %	0 0%	18 100 %
Marion-Walker El Sch	28	0 0%	0 0%	0 0%	23 82.1 %	5 17.9 %	0 0%	28 100 %
Pleasant Gap El Sch	19	0 0%	0 0%	0 0%	19 100 %	0 0 %	0 0%	19 100 %
Totals	228	0 0%	0 0%	0 0%	211 92.5 %	17 7.5 %	0 0%	228 100 %

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 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 Bellefonte Area School District evaluates its principals annually using a district-developed evaluation tool. The purpose of this evaluation is to enhance the effectiveness of an administrator in making a contribution toward advancing the mission of Bellefonte Area School District. Regular communication is encouraged between administrators and their immediate supervisors on goals, accomplishments, and areas for greater focus or improvement. This form is meant as a foundation for an annual discussion of performance. The Superintendent is responsible for evaluating the Principals. A mid-year review is conducted using the areas below and an end of the year evaluation is completed to provide compensation based on performance listed in the rating chart. Job Performance• The administrator supervises, observes, or/and evaluates assigned staff. The administrator screens, interviews, and adheres to district hiring guidelines for personnel and provides necessary orientation for new staff members. The administrator completes and meets established timelines for federal, state, and local reports as directed by the Business and/or Administrative offices. The administrator maintains effective communication with parents, community, students, and staff. The administrator represents the school at appropriate functions and meetings. The administrator enforces all rules and policies of the District. The administrator recommends and coordinates staff development programs. The administrator reports to the Superintendent on all relevant issues and performs all other duties as assigned. Leadership Skills• The administrator approaches job responsibilities in a positive and professional manner. The administrator models professional, moral, and ethical standards as well as personal integrity. The administrator works effectively with others to achieve common goals. The administrator adjusts to new or different circumstances in a positive

and professional manner. The administrator identifies, analyzes, and resolves problems using effective problem-solving techniques. The administrator supports and defends all decisions and policies of the school district when interacting with students, staff, parents, and community. The administrator maintains confidentiality. The administrator monitors the implementation of high-quality standards-based instruction and assessment that results in higher levels of achievement for all students. The administrator effectively employs various processes for gathering, analyzing, and using data for decision-making that is consistent with the goals of the school district. Management Skills• The administrator effectively executes the organizational and operational procedures and practices within one's area of assignment. The administrator demonstrates effective oral and written communication skills. The administrator directs assigned staff in the performance of their jobs' responsibilities and task assignments. The administrator develops, implements, and evaluates use of resources. Rating for each component: 3 - Distinguished 2 - Proficient 1 - Needs Improvement 0 - Unsatisfactory Overall Rating Scale Distinguished = 63-72 Proficient = 48-62 Needs Improvement = 34-47 Unsatisfactory = 0-33

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. Yes

The Bellefonte Area School District utilized some of the framework from the upcoming 82-2 that is to be utilized during the next year 2014-2015. Areas of Job Performance, Leadership Skills, Job Performance and Management Skills were also developed using the job descriptions that were approved at the board level.

Job Performance

- The administrator supervises, observes, or/and evaluates assigned staff.
- The administrator screens, interviews, and adheres to district hiring guidelines for personnel and provides necessary orientation for new staff members.
- The administrator completes and meets established timelines for federal, state, and local reports as directed by the Business and/or Administrative offices.
- The administrator maintains effective communication with parents, community, students, and staff.
- The administrator represents the school at appropriate functions and meetings.
- The administrator enforces all rules and policies of the District.
- The administrator recommends and coordinates staff development programs.
- The administrator reports to the Superintendent on all relevant issues and performs all other duties as assigned.

Leadership Skills

- The administrator approaches job responsibilities in a positive and professional manner.
- The administrator models professional, moral, and ethical standards as well as personal integrity.
- The administrator works effectively with others to achieve common goals.
- The administrator adjusts to new or different circumstances in a positive and professional manner.
- The administrator identifies, analyzes, and resolves problems using effective problem-solving techniques.
- The administrator supports and defends all decisions and policies of the school district when interacting with students, staff, parents, and community.
- The administrator maintains confidentiality.
- The administrator monitors the implementation of high-quality standards-based instruction and assessment that results in higher levels of achievement for all students.
- The administrator effectively employs various processes for gathering, analyzing, and using data for decision-making that is consistent with the goals of the school district.

Management Skills

- The administrator effectively executes the organizational and operational procedures and practices within one's area of assignment.
- The administrator demonstrates effective oral and written communication skills.
- The administrator directs assigned staff in the performance of their jobs' responsibilities and task assignments.
- The administrator develops, implements, and evaluates use of resources.

Rating for each component: 3 - Distinguished 2 - Proficient 1 - Needs Improvement 0 - Unsatisfactory

Overall Rating Scale: Distinguished = 63-72 Proficient = 48-62 Needs Improvement = 34-47 Unsatisfactory = 0-33

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	Satisfactory	Satisfactory	Satisfactory		Satisfactory
Totals	6	0 0%	0 0%	0 0%	3 50%	3 50%	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**