

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:

Bentworth SD

AUN Number:

101630903

Address of LEA or Charter School:

150 Bearcat Drive Bentleyville, PA 15314

Name Superintendent or Chief School Administrator:

Scott S. Martin

For Information Contact:

Scott S. Martin

Email:

smartin@bentworth.k12.pa.us

Phone:

724.239.2861 - 3268

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?

Act 48 forms are reviewed following each professional development activity to determine future needs.

b. Teacher Compensation?

The collective bargaining agreement identifies the amount of raise each teacher receives at each "step".

c. Teacher Advancement/Promotions?

The teachers advance on "step" on a yearly basis. If an administrative position were to become available they would need to apply through the same process as any other applicant.

d. Teacher Retention and Removal?

The district will follow PA Code and dismiss any teacher that accumulates two unsatisfactory evaluations in a ten year time period.

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	83
Number Not Rated	1
Total Number Employed	<u>84</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) %
Bentworth EI Ctr	31	1 3.2%	0 0%	0 0%	24 77.4 %	6 19.4 %	0 0%	30 96.8 %
Bentworth MS	24	0 0%	0 0%	0 0%	16 66.7 %	8 33.3 %	0 0%	24 100 %
Bentworth SHS	29	0 0%	0 0%	0 0%	27 93.1 %	2 6.9 %	0 0%	29 100 %
Totals	84	1 1.2 %	0 0%	0 0%	67 79.8 %	16 19 %	0 0%	83 98.8 %

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 Bentworth School District evaluates its principals annually utilizing a district developed evaluation instrument. The evaluation is based on indicators that help to identify successful leadership. These are the same factors that are essential for facilitating and/or creating positive change. This includes knowledge to make informed decisions, communication skills to share that knowledge, personal and professional ability to implement successful change in the school culture, and the understanding of the need for community and staff acceptance of change. These are the very tenets of the current leadership academies promoted by the Pennsylvania Association of School Administrators, the American Association of School Administrators, and the Pennsylvania Department of Education's PA Inspired Leaders (PIL). Our current evaluation does not directly include elements related to student achievement or value added growth within the school. This will be incorporated into the next evaluation process. The annual evaluation is conducted by the Superintendent with input from the Assistant Superintendent. The instrument contains 15 specific categories that are rated on a scale of 1-5. A rating of 1 equates to "Never True" or "Unsatisfactory". A rating of 5 equates to "Always True" or "Distinguished". An average score for the 15 categories is calculated as follows: Less than 1.5 receives Needs Improvement (Unsatisfactory); 1.6-2.5 receives Meets Minimum Requirements (Satisfactory with required improvement in designated areas); 2.6-3.5 receives Competent (Satisfactory); 3.6-4.5 means Commendable (Satisfactory beyond the primary work objective); and 4.6-5 receives Distinguished (Satisfactory with unusual ability to consistently exceed job requirements). A principal who receives an "Unsatisfactory" rating is placed on a plan of improvement with specific directions and assistance to improve areas of weakness. Continued "Unsatisfactory" ratings could result in dismissal. Principals who continually achieve "Distinguished" ratings are likely candidates for promotion to positions with increased supervisory responsibilities.

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

a. Principal Development?

N/A

b. Principal Compensation?

N/A

c. Principal Promotions?

N/A

d. Principal Retention and Removal?

N/A

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

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

N/A

How often does the LEA formally evaluate:

- a. New Principals (Less than 3 Years)? Twice a year
- 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

Bentworth SD evaluates its principals annually/bi-annually using a district developed evaluation instrument that examines 15 indicators essential to successful community, facility, and staff management. A rubric of five possible points per each indicator is utilized and ranges from 1 point (Never True) to 5 points (Always True). An average rating is gained for the overall evaluation and a scoring guide determines the rating classification. There are five possible categories ranging from Distinguished to Needs Improvement. The 15 indicators correlate with current professional leadership academies supported by the Pennsylvania Association of School Administrators, the American Association of School Administrators, and the PA Department of Education's PA Inspired Leaders (PIL).

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	3
Number Not Rated	0
Total Number Employed	<u>3</u>

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	NA	Satisfactory	Satisfactory	Satisfactory	Satisfactory

Totals	*	* %	* %	* %	* %	* %	* %	* %

Note: - 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**