Educator Effectiveness

Act 82 of 2012

Teacher Effectiveness System in Act 82 of 2012

Observation/Evidence
Effective 2013-2014 SY
Danielson Framework Domains
1. Planning and Preparation
2. Classroom Environment
3. Instruction
4. Professional Responsibilities

School Building Data
Effective 2013-2014 SY
Indicators of Academic Achievement
Indicators of Closing the Achievement Gap, All Students
Indicators of Closing the Achievement Gap, Subgroups
Academic Growth PVAAS
Other Academic Indicators
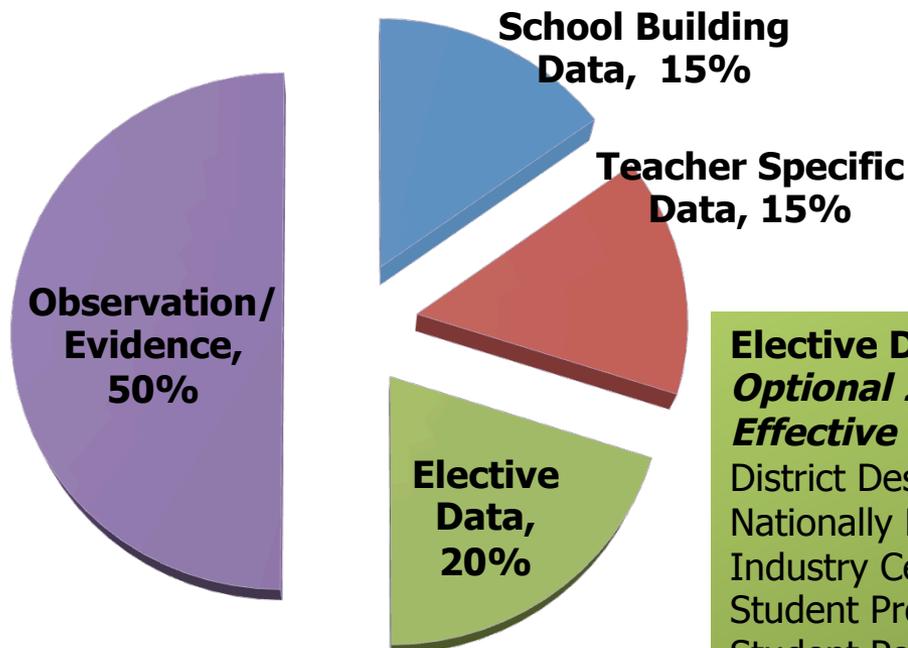Credit for Advanced Achievement

Teacher Specific Data
Effective 2016-2017 SY
PVAAS / Growth 3 Year Rolling Average
1. 2013-2014 SY
2. 2014-2015 SY
3. 2015-2016 SY
Other data as provided in Act 82

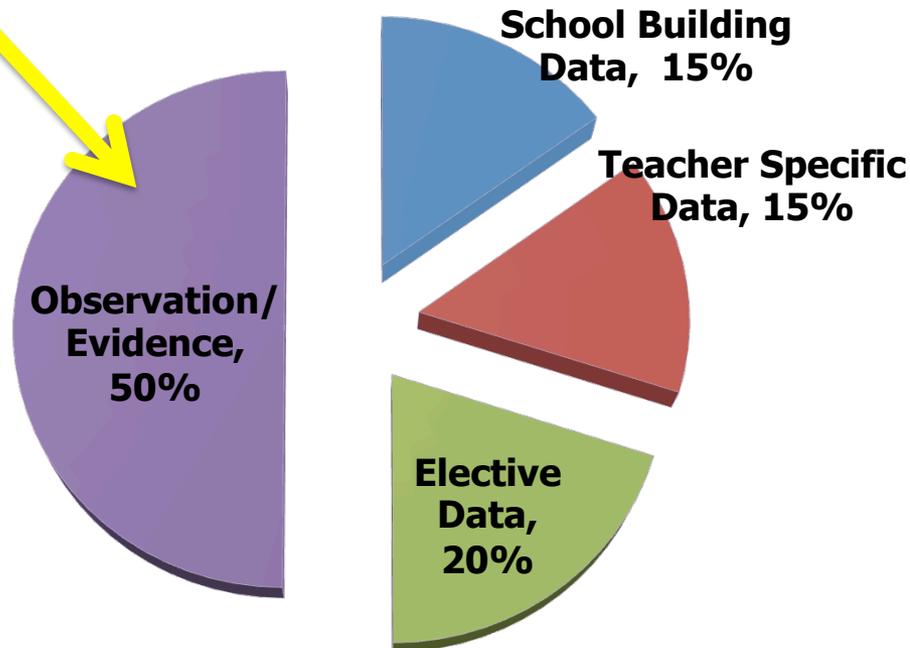**Elective Data/SLOs**
Optional 2013-2014 SY
Effective 2014-2015 SY
District Designed Measures and Examinations
Nationally Recognized Standardized Tests
Industry Certification Examinations
Student Projects Pursuant to Local Requirements
Student Portfolios Pursuant to Local Requirements

School Building Data, 15%

Teacher Specific Data, 15%

Observation/ Evidence, 50%

Elective Data, 20%

PVAAS Statewide Team for PDE

Teacher Effectiveness System in Act 82 of 2012

Observation/Evidence
Effective 2013-2014 SY
Danielson Framework Domains
1. Planning and Preparation
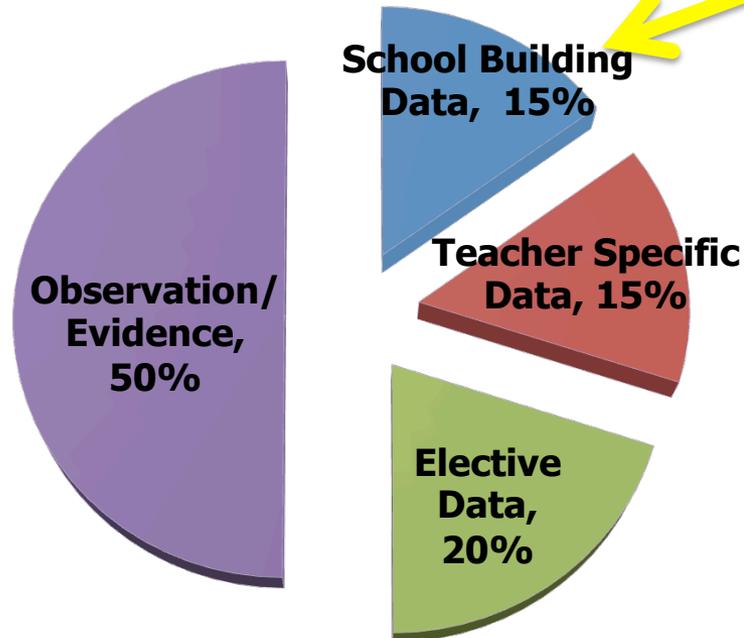2. Classroom Environment
3. Instruction
4. Professional Responsibilities

School Building Data, 15%

Teacher Specific Data, 15%

Observation/ Evidence, 50%

Elective Data, 20%

Teacher Effectiveness System in Act 82 of 2012

School Building Data
Indicators of Academic Achievement
Indicators of Closing the Achievement Gap, All Students
Indicators of Closing the Achievement Gap, Subgroups
Academic Growth PVAAS
Other Academic Indicators
Credit for Advanced Achievement

School Building Data, 15%

Teacher Specific Data, 15%

Observation/ Evidence, 50%

Elective Data, 20%

Teacher Effectiveness System in Act 82 of 2012

School Building Data
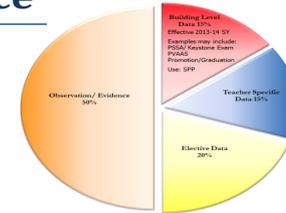Indicators of Academi...
Indicators of ...
Indica...

	Building level data will be represented using the academic score determined via the Pennsylvania School Performance Profile. This profile will be provided by PDE and will include data from the following, when applicable:
Building Level Data (15%)	• PSSA Assessments/Keystone Exams • Industry Standards-Based Competency Assessments • Closing the Achievement Gap (All Students and Historically Underperforming Students) • PVAAS Growth Measures • Graduation Rate • Promotion Rate • Attendance Rate • International Baccalaureate Diploma and/or Advanced Placement and/or College Level Course Participation • SAT Performance • PSAT Participation • ACT Performance • Plan Participation • Advanced Placement Exams

20%

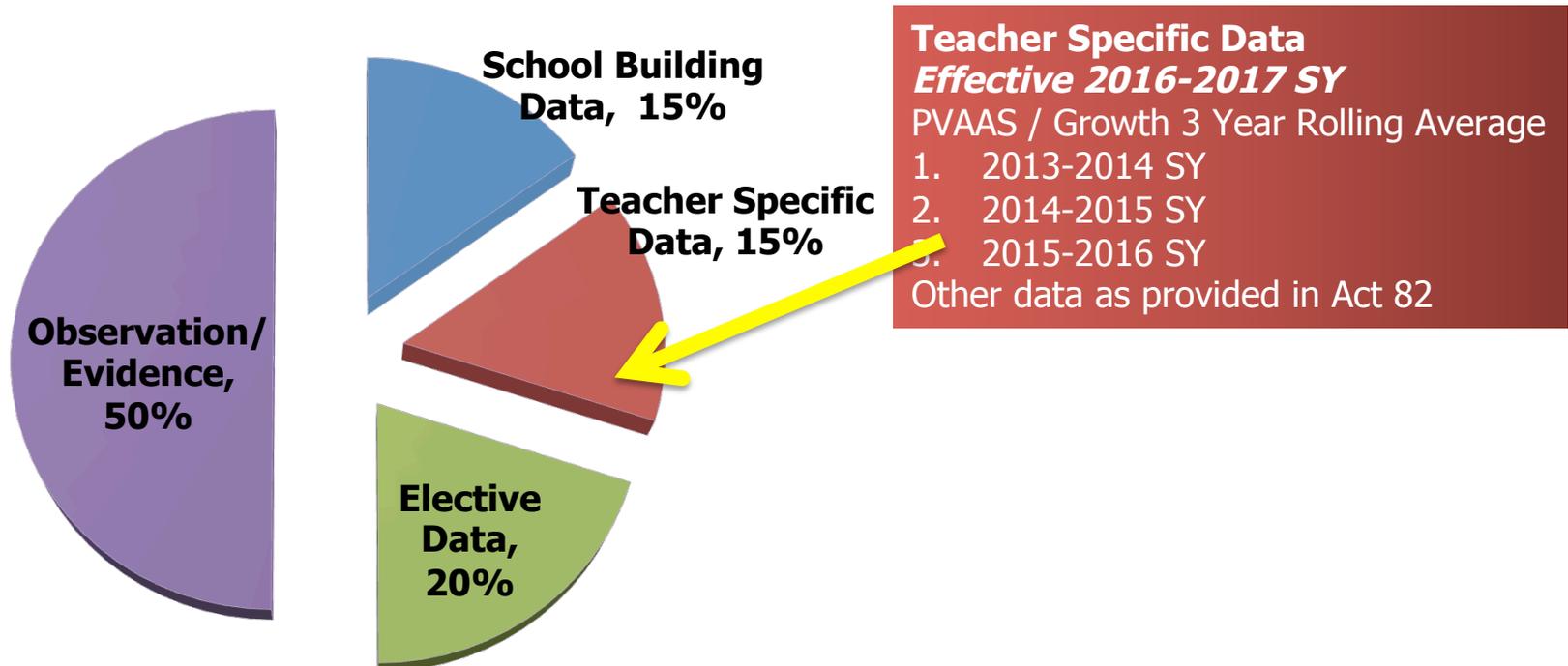# Pennsylvania School Performance Profile: At a Glance

The building level data being used in Pennsylvania per Act 82 of 2012 is the School Performance Profile. The building data score comprises 15% of each teacher and principal's evaluation and will be a part of the educator effectiveness system starting with the 2013-2014 school year.

The score for a school is based upon indicators that define a high performing school. Many data elements contribute to the SPP score. Data elements will only be included in a score if they are attributable to that building. *Please note that the N is 11 for all elements.*

Indicators of Academic Achievement -- 40% of Total Score (44% for Comprehensive CTCs)	
• Percent Proficient or Advanced on PSSA Mathematics, Reading, Science, and Writing tests and Keystone Exams Algebra I, Biology, and Literature	→ Percentage calculation, at a high school the 11th grade cohort will be used. Feeder schools that do not have tested grades use the current attributions.
• Percent Competent or Advanced on Industry Standards-Based Competency Assessments NOCTI and/or NIMS	→ Percentage calculation, comprehensive CTCs and secondary schools (schools with a grade 11).
• Percent Proficient or Advanced on 3rd Grade Reading PSSA	→ Percentage calculation, only applies to buildings that have a 3rd grade.
• SAT/ACT college ready benchmark	→ Scaled calculation based on the percent of the 12th grade cohort that obtains at least a 1550 on the SAT or 22 on ACT. The benchmark is 40%. Note: Percent of cohort, not takers.

Indicators of Closing the Achievement Gap -- 10% of Total Score (6% for Comprehensive CTCs)	
Percent of gap closure met in PSSA Math, Reading, Science, and Writing / Keystone Exams Algebra I, Biology, and Literature	
• All Students (5%) (CTCs 3%)	→ Expectation is that ½ gap between performance in base year (2013) and 100% is closed over 6 years
• Historically Underperforming Students (5%) (CTCs 3%)	→ Same as 'all student' calculation but includes an unduplicated count of students that are identified with any of the following: ED, ELL, and/or IEP

Indicators of Academic Growth / PVAAS -- 40% of Total Score	
Split across PSSA Math, Reading, Science, and Writing / Keystone Exams Algebra I, Biology, and Literature	
• The PVAAS Average Growth Index	→ Scaled calculation, lowest a school can get is ½ of the possible points for any subject area

Other Academic Indicators --10% of Total Score	
• Cohort graduation rate	→ Percentage based on previous year's data. Not applicable for schools without a graduating class
• Promotion rate	→ Percentage based on previous year's data. Used if graduation rate does not apply.
• Attendance rate	→ Percentage based on previous year's data. Applies to all schools.
• Advanced Placement, International Baccalaureate, or College Credit	→ Scaled calculation based on course offerings.
• PSAT/PLAN participation	→ Scaled calculation based on the percent of the 12th grade cohort that took the PSAT/PLAN at some point. The benchmark is 60%. Note: Percent of cohort, not takers.

Extra Credit for Advanced Achievement --Maximum of 7 points added to total	
• Percent Advanced on (PSSA/ KE) Mathematics, Reading, Science, and Writing/ Algebra I, Biology, and Literature	→ Percentage (up to 4 points)
• Percent Advanced on Industry Standards-Based Competency Assessments NOCTI and/or NIMS	→ Percentage (up to 1 point)
• Percent scoring 3 or higher on Advanced Placement Exams at some point	→ An unduplicated percentage of the total 12th grade cohort. (up to 2 points)

Teacher Effectiveness System in Act 82 of 2012

TEACHER SPECIFIC DATA

Teacher Specific Data
Effective 2016-2017 SY
PVAAS / Growth 3 Year Rolling Average
1. 2013-2014 SY
2. 2014-2015 SY
3. 2015-2016 SY
Other data as provided in Act 82

School Building Data, 15%

Teacher Specific Data, 15%

Observation/ Evidence, 50%

Elective Data, 20%

Teacher Effectiveness System in Act 82 of 2012

TEACHER SPECIFIC DATA

Teacher Specific Data (15%)

Fifteen (15%) of the evaluation will be based on Teacher Specific Data for teachers:

Fifteen percent (15%) teacher-specific data, shall include, but not limited to the following when data is available and applicable to a specific classroom teacher:

1. Student performance on assessments (percent proficient and advanced) – not more than 5%
2. Value-added assessment system data made available by the department under section 221 -must be at least 10%
3. Progress in meeting the goals of student individualized education plans required under the Individuals with Disabilities Education Act (Public Law 91-230, 20 U.S.C. § 1400 et seq.) – not more than 5%
4. Locally developed school district rubrics – not more than 15%

...ng Average

...5 SY

...015-2016 SY

Other data as provided in Act 82

Elective Data, 20%

Teacher Effectiveness System in Act 82 of 2012

School Building Data, 15%

Teacher Specific Data, 15%

Observation/ Evidence, 50%

Elective Data, 20%

Elective Data/SLOs
District Designed Measures and Examinations
Nationally Recognized Standardized Tests
Industry Certification Examinations
Student Projects Pursuant to Local Requirements
Student Portfolios Pursuant to Local Requirements

Teacher Effectiveness System in Act 82 of 2012

Student Learning Objective (SLO) Process	It is recommended that the SLO process be a collaborative effort between the evaluator and classroom teacher. PDE requires the Student Learning Objective (SLO) process be implemented as described in the template provided below. More information on the SLO Process and the SLO template is available in an electronic version. It is located at the Homeroom icon on the SAS portal, http://www.pdesas.org. Following are SLO development tools available at that site: 1. Electronic templates 2. Content specific models 3. Training modules to complete the template 4. Assessment literacy information as appropriate to the SLO process For the SLO process the ratings of Distinguished (3), Proficient (2), Needs Improvement (1), and Failing (0) will be applied by the LEA to the Elective Rating on the teacher evaluation form.

20%

...Data/SLOs
...ict Designed Measures and Examinations
Nationally Recognized Standardized Tests
Industry Certification Examinations
Student Projects Pursuant to Local Requirements
Student Portfolios Pursuant to Local Requirements

CLASSROOM TEACHER RATING FORM

PDE 82-1 (4/13)

Last Name		First		Middle
District/LEA 0		School	0	
Rating Date	1/0/00	Evaluation (Check One)	☐ Periodic ☐ Semi-annual ☐ Annual	

(A) Teacher Observation and Practice

Section 1

Domain	Title	Rating (A)	Factor (B)	Earned Points (A x B)	Max Points
I.	Planning & Preparation	0	20%	0.00	0.60
II.	Classroom Environment	0	30%	0.00	0.90
III.	Instruction	0	30%	0.00	0.90
IV.	Professional Responsibilities	0	20%	0.00	0.60
	(1) Teacher Observation & Practice Rating			0.00	3.00

Domain Rating Assignment 0 to 3 Point Scale (A)	
Rating	Value
Failing	0
Needs Improvement	1
Proficient	2
Distinguished	3

(B) Student Performance - Building Level Data, Teacher Specific Data, and Elective Data

Building Level Score (0 - 107)	NA
(2) Building Level Score Converted to 3 Point Rating	0.00

(3) Teacher Specific Rating	0.00
(4) Elective Rating	0.00

(C) Final Teacher Effectiveness Rating - All Measures

Measure	Rating (C)	Factor (D)	Earned Points (C x D)	Max Points
(1) Teacher Observation & Practice Rating	0.00	50%	0.00	1.50
(2) Building Level Rating	0.00	15%	0.00	0.45
(3) Teacher Specific Rating	0.00	15%	0.00	0.45
(4) Elective Rating	0.00	20%	0.00	0.60
Total Earned Points			0.00	3.00

Conversion to Performance Rating	
Total Earned Points	Rating
0.00 - 0.49	Failing
0.50 - 1.49	Needs Improvement
1.50 - 2.49	Proficient
2.50 - 3.00	Distinguished

Performance Rating	Failing

☐ **Rating: Professional Employee,** OR ☐ **Rating: Temporary Professional Employee**

I certify that the above-named employee for the period beginning ___1/0/00___ and ending ___1/0/00___ has received a performance rating of:
(month/day/year) (month/day/year)

☐ **Distinguished** ☐ **Proficient** ☐ **Needs Improvement** ☒ **Failing**

resulting in a final rating of:

☐ **Satisfactory** ☐ **Unsatisfactory**

A performance rating of Distinguished, Proficient or Needs Improvement shall be considered satisfactory, except that the second Needs Improvement rating issued by the same employer within 10 years of the first final rating of Needs Improvement where the employee is in the same certification shall be considered unsatisfactory. A rating of Failing shall be considered unsatisfactory.

_____ _____ _____ _____
Date Designated Rater / Position: Date Chief School Administrator

I acknowledge that I have read the report and that I have been given an opportunity to discuss it with the rater.
My signature does not necessarily mean that I agree with the performance evaluation.

_____ _____
Date Signature of Employee

Section 2

(1) Teacher Observation & Practice Rating	0.00	3.00		

(B) Student Performance - Building Level Data, Teacher Specific Data, and Elective Data

Building Level Score (0 - 107)	NA	(3) Teacher Specific Rating	0.00
(2) Building Level Score Converted to 3 Point Rating	0.00	(4) Elective Rating	0.00

(C) Final Teacher Effectiveness Rating - All Measures

Measure	Rating (C)	Factor (D)	Earned Points (C x D)	Max Points
(1) Teacher Observation & Practice Rating	0.00	50%	0.00	1.50
(2) Building Level Rating	0.00	15%	0.00	0.45
(3) Teacher Specific Rating	0.00	15%	0.00	0.45
(4) Elective Rating	0.00	20%	0.00	0.60
Total Earned Points			0.00	3.00

Conversion to Performance Rating	
Total Earned Points	Rating
0.00 - 0.49	Failing
0.50 - 1.49	Needs Improvement
1.50 - 2.49	Proficient
2.50 - 3.00	Distinguished

Performance Rating	Failing

[ ] **Rating: Professional Employee,**   OR   [ ] **Rating: Temporary Professional Employee**

I certify that the above-named employee for the period beginning ___1/0/00___ and ending ___1/0/00___ has received a performance rating of:
(month/day/year)   (month/day/year)

[ ] **Distinguished**   [ ] **Proficient**   [ ] **Needs Improvement**   [X] **Failing**

resulting in a final rating of:

[ ] **Satisfactory**   [ ] **Unsatisfactory**

A performance rating of Distinguished, Proficient or Needs Improvement shall be considered satisfactory, except that the second Needs Improvement rating issued by the same employer within 10 years of the first final rating of Needs Improvement where the employee is in the same certification shall be considered unsatisfactory. A rating of Failing shall be considered unsatisfactory.

_____   _____
Date   Designated Rater / Position:

_____   _____
Date   Chief School Administrator

I acknowledge that I have read the report and that I have been given an opportunity to discuss it with the rater.
My signature does not necessarily mean that I agree with the performance evaluation.

_____   _____
Date   Signature of Employee

CLASSROOM TEACHER RATING FORM

PDE 82-1 (4/13)

Last Name		First		Middle

District/LEA	0	School	0

Rating Date	1/0/00	Evaluation (Check One)	☐ Periodic	☐ Semi-annual	☐ Annual

(A) Teacher Observation and Practice

Domain	Title	*Rating* (A)	Factor (B)	Earned Points (A x B)	Max Points
I.	Planning & Preparation	0	20%	0.00	0.60
II.	Classroom Environment	0	30%	0.00	0.90
III.	Instruction	0	30%	0.00	0.90
IV.	Professional Responsibilities	0	20%	0.00	0.60
	(1) Teacher Observation & Practice Rating			0.00	3.00

Domain Rating Assignment 0 to 3 Point Scale (A)	
Rating	Value
Failing	0
Needs Improvement	1
Proficient	2
Distinguished	3

(B) Student Performance - Building Level Data, Teacher Specific Data, and Elective Data

Building Level Score (0 - 107)	NA
(2) Building Level Score Converted to 3 Point Rating	0.00

(3) Teacher Specific Rating	0.00
(4) Elective Rating	0.00

(C) Final Teacher Effectiveness Rating - All Measures

Measure	Rating (C)	Factor (D)	Earned Points (C x D)	Max Points
(1) Teacher Observation & Practice Rating	0.00	50%	0.00	1.50
(2) Building Level Rating	0.00	15%	0.00	0.45
(3) Teacher Specific Rating	0.00	15%	0.00	0.45
(4) Elective Rating	0.00	20%	0.00	0.60
Total Earned Points			0.00	3.00

Conversion to Performance Rating	
Total Earned Points	Rating
0.00 - 0.49	Failing
0.50 - 1.49	Needs Improvement
1.50 - 2.49	Proficient
2.50 - 3.00	Distinguished
Performance Rating	**Failing**

Section 3

☐ **Rating: Professional Employee,**   OR   ☐ **Rating: Temporary Professional Employee**

I certify that the above-named employee for the period beginning ___1/0/00___ and ending ___1/0/00___ has received a performance rating of:
(month/day/year)   (month/day/year)

☐ **Distinguished**   ☐ **Proficient**   ☐ **Needs Improvement**   ☒ **Failing**

resulting in a final rating of:

☐ **Satisfactory**   ☐ **Unsatisfactory**

A performance rating of Distinguished, Proficient or Needs Improvement shall be considered satisfactory, except that the second Needs Improvement rating issued by the same employer within 10 years of the first final rating of Needs Improvement where the employee is in the same certification shall be considered unsatisfactory. A rating of Failing shall be considered unsatisfactory.

Date	Designated Rater / Position:	Date	Chief School Administrator

I acknowledge that I have read the report and that I have been given an opportunity to discuss it with the rater.
My signature does not necessarily mean that I agree with the performance evaluation.

Date	Signature of Employee

CLASSROOM TEACHER RATING FORM

PDE 82-1 (4/13)

Last Name	First	Middle
District/LEA 0	School 0	

Rating Date	1/0/00	Evaluation (Check One)	☐ Periodic	☐ Semi-annual	☐ Annual

(A) Teacher Observation and Practice

Domain	Title	*Rating* (A)	Factor (B)	Earned Points (A x B)	Max Points
I.	Planning & Preparation	0	20%	0.00	0.60
II.	Classroom Environment	0	30%	0.00	0.90
III.	Instruction	0	30%	0.00	0.90
IV.	Professional Responsibilities	0	20%	0.00	0.60
	(1) Teacher Observation & Practice Rating			0.00	3.00

Domain Rating Assignment 0 to 3 Point Scale (A)	
Rating	Value
Failing	0
Needs Improvement	1
Proficient	2
Distinguished	3

(B) Student Performance - Building Level Data, Teacher Specific Data, and Elective Data

Building Level Score (0 - 107)	NA		(3) Teacher Specific Rating	0.00
(2) Building Level Score Converted to 3 Point Rating	0.00		(4) Elective Rating	0.00

(C) Final Teacher Effectiveness Rating - All Measures

Measure	Rating (C)	Factor (D)	Earned Points (C x D)	Max Points
(1) Teacher Observation & Practice Rating	0.00	50%	0.00	1.50
(2) Building Level Rating	0.00	15%	0.00	0.45
(3) Teacher Specific Rating	0.00	15%	0.00	0.45
(4) Elective Rating	0.00	20%	0.00	0.60
Total Earned Points			0.00	3.00

Conversion to Performance Rating	
Total Earned Points	Rating
0.00 - 0.49	Failing
0.50 - 1.49	Needs Improvement
1.50 - 2.49	Proficient
2.50 - 3.00	Distinguished
Performance Rating	Failing

☐ Rating: Professional Employee,   OR   ☐ Rating: Temporary Professional Employee

I certify that the above-named employee for the period beginning   1/0/00   and ending   1/0/00   has received a performance rating of:
(month/day/year)   (month/day/year)

Section 4

☐ Distinguished   ☐ Proficient   ☐ Needs Improvement   ☒ Failing

resulting in a final rating of:

☐ Satisfactory   ☐ Unsatisfactory

Improvement where the employee is in the same certification shall be considered unsatisfactory. A rating of Failing shall be considered unsatisfactory.

_____   _____   _____   _____
Date   Designated Rater / Position: Date   Chief School Administrator

I acknowledge that I have read the report and that I have been given an opportunity to discuss it with the rater.
My signature does not necessarily mean that I agree with the performance evaluation.

_____   _____
Date   Signature of Employee

PRINCIPAL PROCESS

Principal Rating Form

Section 1
Rubric Based

Commonwealth of Pennsylvania	DEPARTMENT OF EDUCATION	333 Market St., Harrisburg, PA 17126-0333

PRINCIPAL/SCHOOL LEADER RATING FORM

PDE 82-2 (4/14)

Last Name	First	Middle
District/LEA	School	
Rating Date	Evaluation (Check One) □ Periodic □ Semi-annual □ Annual	

(A) Principal/School Leader Observation/Evidence

Domain	Title	*Rating* (A)	Factor (B)	Earned Points (A x B)	Max Points
I.	Strategic/Cultural Leadership		25%		0.75
II.	Systems Leadership		25%		0.75
III.	Leadership for Learning		25%		0.75
IV.	Professional and Community Leadership		25%		0.75
(1) Principal/School Leader Observation/Evidence Rating					3.00

Domain Rating Assignment 0 to 3 Point Scale (A)	
Rating	Value
Failing	0
Needs Improvement	1
Proficient	2
Distinguished	3

(B) Multiple Measures - Building Level Data, Correlation Data, and Elective Data

Building Level Score (0 - 107)	
(2) Building Level Score Converted to 3 Point Rating	

(3) Correlation Data Rating	
(4) Elective Rating	

(C) Final Principal/School Leader Effectiveness Rating - All Measures

Measure	Rating (C)	Factor (D)	Earned Points (C x D)	Max Points
(1) Observation/Evidence Rating		50%		1.50
(2) Building Level Rating (or substitute)*		15%		0.45
(3) Correlation Data Rating (or substitute)*		15%		0.45
(4) Elective Rating (or substitute)*		20%		0.60
Total Earned Points				3.00

* Substitutions permissible pursuant to 22 Pa. Code §§ 19.2(IV)(a)(6), (b)(4), (c)(3), or (d).

Conversion to Performance Rating	
Total Earned Points	Rating
0.00 - 0.49	Failing
0.50 - 1.49	Needs Improvement
1.50 - 2.49	Proficient
2.50 - 3.00	Distinguished
Performance Rating	

□ Rating: Professional Employee, OR   □ Rating: Temporary Professional Employee

I certify that the above-named employee for the period beginning _____ and ending _____ has received a performance rating of
(month/day/year)   (month/day/year)

□ Distinguished   □ Proficient   □ Needs Improvement   □ Failing

resulting in a final rating of:

□ Satisfactory   □ Unsatisfactory

A performance rating of Distinguished, Proficient or Needs Improvement shall be considered satisfactory, except that the second Needs Improvement rating issued by the same employer within 10 years of the first final rating of Needs Improvement where the employee is in the same certification shall be considered unsatisfactory. A rating of Failing shall be considered unsatisfactory.

Date	Designated Rater / Position:	Date	Chief School Administrator

I acknowledge that I have read the report and that I have been given an opportunity to discuss it with the rater. My signature does not necessarily indicate that I agree with the performance evaluation.

	Date	Signature of Employee

PSSA / Keystones
PVAAS
Graduation Rate
Attendance Rate
SAT
PSAT
AP (extra credit only)

**Converted to a three point scale

| (1) Principal/School Leader Observation/Evidence Rating | | 3.00 | | |

(B) Multiple Measures - Building Level Data, Correlation Data, and Elective Data

| Building Level Score (0 - 107) | | (3) Correlation Data Rating | |
| Building Level Score Converted to 3 Point Rating | | (4) Elective Rating | |

(C) Final Principal/School Leader Effectiveness Rating - All Measures

Measure	Rating (C)	Factor (D)	Earned Points (C x D)	Max Points
(1) Observation/Evidence Rating		50%		1.50
(2) Building Level Rating (or substitute)*		15%		0.45
(3) Correlation Data Rating (or substitute)*		15%		0.45
(4) Elective Rating (or substitute)*		20%		0.60
Total Earned Points				3.00

* Substitutions permissible pursuant to 22 Pa. Code §§ 19.2(IV)(a)(6), (b)(4), (c)(3), or (d).

Conversion to Performance Rating

Total Earned Points	Rating
0.00 – 0.49	Failing
0.50 – 1.49	Needs Improvement
1.50 – 2.49	Proficient
2.50 – 3.00	Distinguished

| Performance Rating | |

☐ Rating: Professional Employee,   OR   ☐ Rating: Temporary Professional Employee

I certify that the above-named employee for the period beginning _____ and ending _____ has received a performance rating of
(month/day/year)   (month/day/year)

☐ Distinguished   ☐ Proficient   ☐ Needs Improvement   ☐ Failing

resulting in a final rating of:

☐ Satisfactory   ☐ Unsatisfactory

A performance rating of Distinguished, Proficient or Needs Improvement shall be considered satisfactory, except that the second Needs Improvement rating issued by the same employer within 10 years of the first final rating of Needs Improvement where the employee is in the same certification shall be considered unsatisfactory. A rating of Failing shall be considered unsatisfactory.

_____   _____   _____   _____
Date   Designated Rater / Position: Date   Chief School Administrator

I acknowledge that I have read the report and that I have been given an opportunity to discuss it with the rater.
My signature does not necessarily indicate that I agree with the performance evaluation.

_____   _____
Date   Signature of Employee

Principal Rating Form

Commonwealth of Pennsyl... 17126-0333

PRINCIPAL/SCHOOL LEADER RATING FORM

Correlation Data
- Relationship between teacher level measures and "observations."

Elective Data
- District designed measures
- Nationally recognized tests
- Student projects
- Student portfolios

Section 3
Final "All Measures"

Measure	Rating (C)	Factor (D)	Earned Points (C x D)	Max Points
(1) Observation/Evidence Rating		50%		1.50
(2) Building Level Rating (or substitute)*		15%		0.45
(3) Correlation Data Rating (or substitute)*		15%		0.45
(4) Elective Rating (or substitute)*		20%		0.60
Total Earned Points				3.00

* Substitutions permissible pursuant to 22 Pa. Code §§ 19.2(IV)(a)(6), (b)(4), (c)(3), or (d).

Conversion to Performance Rating	
Total Earned Points	Rating
0.00 - 0.49	Failing
0.50 - 1.49	Needs Improvement
1.50 - 2.49	Proficient
2.50 - 3.00	Distinguished

Performance Rating

☐ Rating: Professional Employee, OR ☐ Rating: Temporary Professional Employee

I certify that the above-named employee for the period beginning _____ and ending _____ has received a performance rating of
(month/day/year)   (month/day/year)

☐ Distinguished ☐ Proficient ☐ Needs Improvement ☐ Failing

resulting in a final rating of:

☐ Satisfactory ☐ Unsatisfactory

A performance rating of Distinguished, Proficient or Needs Improvement shall be considered satisfactory, except that the second Needs Improvement rating issued by the same employer within 10 years of the first final rating of Needs Improvement where the employee is in the same certification shall be considered unsatisfactory. A rating of Failing shall be considered unsatisfactory.

Date _____ Designated Rater / Position: _____ Date _____ Chief School Administrator _____

I acknowledge that I have read the report and that I have been given an opportunity to discuss it with the rater.
My signature does not necessarily indicate that I agree with the performance evaluation.

Date _____ Signature of Employee _____

Observation and *Building Level* data complete

Correlation and *Elective* Ratings

Principal Rating Form

Section 4
Final Rating

Commonwealth of Pennsylvania	DEPARTMENT OF EDUCATION	333 Market St., Harrisburg, PA 17126-0333

PRINCIPAL/SCHOOL LEADER RATING FORM

PDE 82-2 (4/14)

Last Name		First		Middle

District/LEA		School	

Rating Date		Evaluation (Check One)	☐ Periodic ☐ Semi-annual ☐ Annual

(A) Principal/School Leader Observation/Evidence

Domain	Title	*Rating* (A)	Factor (B)	Earned Points (A x B)	Max Points
I.	Strategic/Cultural Leadership		25%		0.75
II.	Systems Leadership		25%		0.75
III.	Leadership for Learning		25%		0.75
IV.	Professional and Community Leadership		25%		0.75
(1) Principal/School Leader Observation/Evidence Rating					3.00

Domain Rating Assignment 0 to 3 Point Scale (A)	
Rating	Value
Failing	0
Needs Improvement	1
Proficient	2
Distinguished	3

(B) Multiple Measures - Building Level Data, Correlation Data, and Elective Data

Building Level Score (0 - 107)	
(2) Building Level Score Converted to 3 Point Rating	

(3) Correlation Data Rating	
(4) Elective Rating	

(C) Final Principal/School Leader Effectiveness Rating - All Measures

Measure	Rating (C)	Factor (D)	Earned Points (C x D)	Max Points
(1) Observation/Evidence Rating		50%		1.50
(2) Building Level Rating (or substitute)*		15%		0.45
(3) Correlation Data Rating (or substitute)*		15%		0.45
(4) Elective Rating (or substitute)*		20%		0.60
Total Earned Points				3.00

Conversion to Performance Rating	
Total Earned Points	Rating
0.00 - 0.49	Failing
0.50 - 1.49	Needs Improvement
1.50 - 2.49	Proficient
2.50 - 3.00	Distinguished

Performance Rating	

* Substitutions permissible pursuant to 22 Pa. Code §§ 19.2(IV)(a)(6), (b)(4)...

☐ Rating: Professional Employee, OR ☐ Rating: Temporary Professional Employee

I certify that the above-named employee for the period beginning _____ and ending _____ has received a performance rating of

(month/day/year)   (month/day/year)

☐ Distinguished ☐ Proficient ☐ Needs Improvement ☐ Failing

resulting in a final rating of:

☐ Satisfactory ☐ Unsatisfactory

A performance rating of Distinguished, Proficient or Needs Improvement shall be considered satisfactory, except that the second Needs Improvement rating issued by the same employer within 10 years of the first final rating of Needs Improvement where the employee is in the same certification shall be considered unsatisfactory. A rating of Failing shall be considered unsatisfactory.

Date	Designated Rater / Position:	Date	Chief School Administrator

I acknowledge that I have read the report and that I have been given an opportunity to discuss it with the rater.
My signature does not necessarily indicate that I agree with the performance evaluation.

	Date	Signature of Employee