

Pennsylvania  
Department of Education  
Teacher and Principal Evaluation Information  
Individual LEA Data  
For the 2009-10 Rating Period

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GENERAL INFORMATION

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**LEA Name:**

Bethlehem AVTS

**AUN Number:**

120481107

**Address:**

3300 Chester Avenue Bethlehem, PA 18020-2870

**Name Superintendent or Chief School Administrator:**

Mr. Brian T. Williams, Executive Director

**For Information Contact:**

Brian T. Williams

**Email:**

williamsb@bavts.org

**Phone:**

610-866-8013

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TEACHER INFORMATION

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**Describe the LEA's system used to evaluate the performance of your teachers:**

Administratively, we utilize a rubric based observation tool for all teacher observations. The Principal of Instruction and Supervisor of Curriculum perform the vast majority of observations. The Executive Director will also assist to observe and perform final ratings. TPE's are observed two or more times annually until tenured. PE's are observed one or more times annually. Pre and post observation conferences are held to ensure that teachers are aware of expectations as well as performance concerns resulting from observations.

**Does the LEA use the results of the teacher evaluation system described above in decisions regarding:**

a. Teacher Development?

Yes

We seek to address performance concerns based upon evaluation data. If there are common instructional issues, we build those into our professional development programs.

b. Teacher Compensation? No

N/A

c. Teacher Promotions? Yes

Evaluative Ratings are used to identify the promising leaders in the school.

d. Teacher Retention and Removal? Yes

Consecutive Unsatisfactory ratings have resulted in suspension and loss of employment.

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

a. Student Achievement Outcomes? Yes

b. Student Growth Data? Yes

We measure overall student performance by how they perform on the NOCTI and PSSA assessments as well as their local classroom assessments. These indicators tell us the effort on the part of the teacher to address standardized testing, which is reflected in their observation and evaluation comments. An expectation of performance is that the teacher bring his or her students to 15% improvement each year on these and other pertinent assessments.

**How often does the LEA formally evaluate:**

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

b. Experienced Teachers (More than 3 Years)? Annually

**Does the LEA use weighting formula(e) and/or rubric(s) to guide teacher evaluators?**

a. Yes or No? If Yes, describe background and process. Yes

N/A

**Does the LEA publicly report teacher evaluation data by school?**

a. Yes or No? (Web link provided if applicable.) No

N/A

**LEA Teacher Evaluations Summary:**

Number Rated 40

Number Not Rated

Total Number Employed 40

## LEA Teacher Evaluations Detail:

### Standard Evaluation System:

Building	Total Employed	Not Rated		Satisfactory		Unsatisfactory	
	(Denominator)	(Numerator)	%	(Numerator)	%	(Numerator)	%
Bethlehem AVTS	40	0	0 %	38	95 %	2	5 %
<b>Totals</b>	<b>40</b>	<b>0</b>	<b>0 %</b>	<b>38</b>	<b>95 %</b>	<b>2</b>	<b>5 %</b>

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**

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## PRINCIPAL INFORMATION

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### Describe the LEA's system used to evaluate the performance of your Principals:

We utilize a rubric based tool with several evaluative categories, that vary slightly depending upon the specific job duties. All categories are weighted equally. The Executive Director evaluates the Administrative Team one annually, unless performance issues call for more. A performance narrative is done in addition to the comprehensive scoring with the Evaluation tool, to ensure that additional communication is provided regarding the evaluative findings. The narrative is summative in nature, but also stresses possible opportunities for growth that lie ahead. Person to person meetings are held to review the summative findings, enable a discussion and in some instances a reconciliation, and final agreement as to the salary adjustment, if warranted.

### Does the LEA use the results of the principal evaluation system described above in decisions regarding:

a. Principal Development?

Yes. We establish Administrative performance improvement goals based upon the results of previous evaluations.

bPrincipal Compensation?

Yes. The Agreement calls for a rubric that rates the administrator, whereby establishing their percentage of salary increase for that given year. Merit bonuses are tied directly to the attainment of agreed to additional goals.

c. Principal Promotions?

Yes. We use evaluative data to inform us of consistent high performance or negative performance, which leads to consideration or non-consideration for promotion.

d. Principal Retention and Removal?

If unsatisfactorily rated, that rating would be used to address required improvements, potential demotion, and or possible termination.

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

- a. Student Achievement Outcomes? Yes
- b. Student Growth Data? Yes

BAVTS student achievement goals are included with the Administrative evaluation and are expectations for merit bonuses under the Act 93 Agreement.

**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

**Does the LEA publicly report principal evaluation data by school?**

- a. Yes or No? (Web link provided if applicable.)

N/A

**LEA Principal Evaluations Summary:**

Rating System	Standard
Number Rated	2
Number Not Rated	<hr/>
Total Number Employed	<hr/> <hr/>

**LEA Principal Evaluation Detail:**

	<b>Total Employed</b>	<b>Not Rated</b>	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>	<b>Level 4</b>	<b>Level 5</b>	<b>Level 6</b>
	<b>(Denominator)</b>	<b>(Numerator) %</b>	<b>(Numerator) %</b>	<b>(Numerator) %</b>	<b>(Numerator) %</b>	<b>(Numerator) %</b>	<b>(Numerator) %</b>	<b>(Numerator) %</b>
RatingTitle				improvement required				
Unsatisfactory/Satisfactory			Unsatisfactory	UNSATISFACTORY	Satisfactory	Satisfactory		Satisfactory
<b>Totals</b>	*	* %	* %	* %	* %	* %	* %	* %

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