

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:**

Annville-Cleona SD

**AUN Number:**

113380303

**Address:**

520 S White Oak St Annville, PA 17003-2200

**Name Superintendent or Chief School Administrator:**

Dr. Steven Houser, Superintendent

**For Information Contact:**

Andrea Flocken

**Email:**

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**Phone:**

717-867-7604

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TEACHER INFORMATION

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

Non-tenured teachers will be evaluated by their direct supervisor two times per year using the PDE form 426. Tenured teachers will be evaluated once per year by their direct supervisor using the PDE form 428. Supervisors utilize data gathered from walkthrough observations, classroom observations, and informal observations to provide documentation for mid-year and end-of-year evaluations.

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

a. Teacher Development? Yes

Staff members with areas of needed improvement are provided appropriate professional development opportunities with specific guidelines for improvement

- b. Teacher Compensation? No
- c. Teacher Promotions? No
- d. Teacher Retention and Removal? Yes

Staff members whom are not able to achieve satisfactory rating after being placed on improvement plan and having intensive supervision opportunity will be provided opportunity for retirement, resignation or removal from position dependent on the situation

**Does the LEA teacher 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 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. No

NA

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

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

**LEA Teacher Evaluations Summary:**

Number Rated		114
Number Not Rated		
Total Number Employed		114

**LEA Teacher Evaluations Detail:**

**Standard Evaluation System:**



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

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:

Building principals are evaluated once per year by the Superintendent on an evaluation form created based on the board approved job description for each position. The evaluation form has three distinct ratings for each category including (EE)exceeds expectations, (ME) meets expectations, and (DNME) did not meet minimum requirements. An overall rating on this section of the evaluation is calculated based on the number of (EE) received. At least 50% (EE) must be received in order to be considered Exceeding Expectation overall in this section. Administrators are also evaluated based on their goals set for the year. Goals must be achieved at 100% completion in order to be considered Exceeding Expectation for this section. Principals in need of assistance toward improvement are placed on improvement plans and provided appropriate professional development, guidance and mentoring.

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

a. Principal Development? Yes

Principals demonstrating specific needs in certain areas are provided professional development opportunities, mentoring and guidance in order to continue their growth.

bPrincipal Compensation? Yes

Principals performing in the top rating category are eligible to receive an additional 2% compensation package (above standard compensation).

c. Principal Promotions? No

d. Principal Retention and Removal? Yes

Principals who fail to demonstrate growth and/or proficiency are provided a professional improvement plan with specific target dates, growth guidelines and opportunities for professional development. Principals who do not demonstrate improvement are not eligible for continued employment.

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

a. Student Achievement Outcomes? Yes

b. Student Growth Data? No

Student achievement outcome data is utilized as part of the evaluation process when evaluating the goals portion of the overall rating. Improvement in student achievement is generally part of district and, therefore, administrative goals.

### 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. No

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

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

**LEA Principal Evaluations Summary:**

	Standard
Rating System	
Number Rated	5
Number Not Rated	<hr/>
Total Number Employed	<hr/> <hr/> <u>5</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) %
RatingTitle								
Unsatisfactory/Satisfactory			Unsatisfactory					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**