

Pennsylvania
Department of Education
Teacher and Principal Evaluation Information
Individual LEA Data
For the 2010-11 Rating Period

GENERAL INFORMATION

LEA Name:

Allegheny-Clarion Valley SD

AUN Number:

106160303

Address:

PO Box 100 Foxburg, PA 16036-0100

Name Superintendent or Chief School Administrator:

Brenda G. Brinker

For Information Contact:

Brenda G. Brinker

Email:

brenda.brinker@acvsd.org

Phone:

724-659-5820

TEACHER INFORMATION

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

The Allegheny-Clarion Valley School District uses forms 426 and 428 to evaluate our teachers. The PDE forms are based on the Danielson model of effective teaching and support research. We use the indicators on these forms to help our principals as they evaluate the teachers during annual observations of Instructional II teachers and semi-annual observations of Instructional I teachers. Teachers who are identified as needing improvement are observed more frequently with support and coaching between observations. Special attention is focused on those indicators related to teacher's use of technology to differentiate instruction in an effort to meet the individual students' needs. The use of technology to differentiate instruction is a component of our ongoing professional development. Additional professional development is available for teachers who are found to need improvement through the observation process. Allegheny-Clarion Valley School District does not use a weighted system to rate teachers on the PDE 426 and 428. Areas are rated either satisfactory or unsatisfactory. Our district does not use the evaluation system to inform salary decisions however unsatisfactory evaluations can lead to dismissal. Teachers are evaluated by the Superintendent, High School Principal, Assistant High School Principal, and/or the Elementary Principal.

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

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

Principals recommend various professional development activities and courses to each of their teachers based on the results of yearly teacher evaluations done.

Our district follows the PA Code and may dismiss teachers who have accumulated 2 consecutive unsatisfactory evaluations.

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

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	69
Number Not Rated	0
Total Number Employed	69

LEA Teacher Evaluations 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
Allegheny-Clarion Valley Elem	35	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	35 100%
Allegheny-Clarion Valley HS	34	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	34 100%
Totals	69	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	69 100%

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 Allegheny-Clarion Valley School District evaluates its principals annually using the Administrator Performance Appraisal form. This assessment measures the principal's effectiveness using data collected by the superintendent throughout the year in addition to written narratives submitted by the principals regarding the accomplishment of their professional and personal goals. The Administrator Performance Appraisal rates the principals on a scale of one to ten, with one being the lowest and ten the highest. The areas evaluated are: Administrative Skills, Planning Ability, Quality of Work, Supervisory Skills, Ingenuity/Initiative, Self-education Goals, Analytical Ability, Judgment and Objectivity, Communicative Ability (oral and written), and Ability to Deal with Stress. The point total is used to rate the principal as outstanding, above average, satisfactory, needs improvement, or unsatisfactory. Upon compilation of the scores, the superintendent meets with each principal to discuss the appraisal and to develop professional and personal performance goals for the next year. Principals rated unsatisfactory are given professional development related to their deficiencies, and then re-evaluated mid-year.

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

a. Principal Development? Yes

Principals are encouraged to participate in workshops or trainings relevant to areas rated satisfactory or lower.

b. Principal Compensation? Yes

According to the Act 93 agreement the principals salary is determined by a formula. The actual raise equals an administrative raise of 90% of the maximum raise plus a merit raise determined by an evaluation applied to 10% of the maximum raise.

c. Principal Promotions? No

d. Principal Retention and Removal? Yes

The focus of the Allegheny-Clarion Valley School District is to improve the performance of principals. Principals receiving an ineffective rating will receive intensive professional development and a specific performance plan for the following year. A second ineffective rating will result in dismissal.

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 Allegheny-Clarion Valley School District evaluates its principals annually using the Administrator Performance Appraisal form. This assessment measures principals' effectiveness using data collected by the superintendent throughout the year in addition to written narratives submitted by the principals regarding the accomplishment of their professional and personal goals. The Administrator Performance Appraisal rates the principals on a scale of one to ten, with one being the lowest, on the following areas: Administrative Skills, Planning Ability, Quality of Work, Supervisory Skills, Ingenuity/Initiative, Self-education Goals, Analytical Ability, Judgment and Objectivity, Communicative Ability (oral and written), and Ability to Deal with Stress. The point total is used to rate the principal as outstanding, above average, satisfactory, needs improvement, or unsatisfactory. Upon compilation of the scores, the superintendent meets with each principal to discuss the appraisal and to develop professional and personal performance goals for the next year. Principals rated unsatisfactory are given professional development related to their deficiencies, and then re-evaluated mid-year.

Does the LEA publicly report principal evaluation data by school?

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

Does your LEA have at least one Principal position? Yes

Does your LEA have at Standardized Principal Evaluation System? No

LEA Principal Evaluations Summary:

Number Rated	3
Number Not Rated	<u>0</u>
Total Number Employed	3
	<u><u> </u></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	Unsatisfactory	Satisfactory	Satisfactory	NA	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