

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

GENERAL INFORMATION

LEA Name:

Altoona Area SD

AUN Number:

108070502

Address:

1415 6th Ave Altoona, PA 16602-2427

Name Superintendent or Chief School Administrator:

Dennis E. Murray

For Information Contact:

Norm J. Miller/Mary Louise Ray

Email:

njmillier@aasdcat.com; mlr5@aasdcat.com

Phone:

814-946-8423 or 814-946-8218

TEACHER INFORMATION

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

New teachers are observed by principals and/or assistant principals four times each year for three years. Principals complete the observation. The observation is scripted so that it provides objective, observable instructional activities that were verbalized by the teacher and students and witnessed by the observer. Included in the observation is the Setting which includes the classroom environment, number of students, adults in the classroom, as well as an examination of artifacts such as lesson plans with standards/anchors, the grade book, test files and materials/resources used with students. The next section of the observation form must include an objective narrative description of the lesson from beginning to the end. This section includes the motivation or introduction of the lesson, guided practice, independent practice and closure. Most observations note teacher's interaction with students including statements said by the teacher as well as students. The third section of the lesson includes pupil reaction which describes what students were doing during the lesson and student engagement. Each observation concludes with questions for the teacher about what was observed, a list of conference topics, identification of effective strategies, recommendations or suggestions and when appropriate, "Job Targets." Principals identify whether the observation was satisfactory or unsatisfactory or in need of improvement. Every observation is followed with a principal-teacher post observation conference. New teachers complete a Post-observation Form which is to be given to the principal at the conference.

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

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

If a teacher is evaluated as unsatisfactory, then the improvement process as outlined in the contract is used to begin the process of helping the teacher or recommending that the teacher be removed.

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	543
Number Not Rated	0
Total Number Employed	<hr/> 543 <hr/> <hr/>

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
Altoona Area Jr HS	129	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	129 100%
Kimmel Alternative School	7	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	7 100%
Mowrie A Ebner El Sch	36	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	36 100%
Washington-Jefferson El Sch	22	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	22 100%
Wright El Sch	24	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	24 100%
Logan El Sch	33	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	33 100%
Juniata Gap El Sch	36	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	36 100%
Altoona Area HS	129	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	129 100%
Penn-Lincoln El Sch	27	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	27 100%
Irving El Sch	21	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	21 100%
Pleasant Valley El Sch	29	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	29 100%
Juniata El Sch	33	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	33 100%
Baker El Sch	17	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	17 100%
Totals	543	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	543 100%

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 rating/evaluation form is that which is used for teachers. Principals submit a portfolio of the work that has been done in their schools to the Assistant Superintendent in charge of their schools. Included in this portfolio are: building and individual goals, student achievement and attendance data, teacher attendance data, highlights of student/staff activities related to curricular and extra-curricular events, parent involvement, areas of strengths as well as areas of concerns. The Assistant Superintendents meet with the principals twice a year to discuss their schools and areas that need to be addressed. The Assistant Superintendent evaluates principals once a year at the end of the school year.

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

a. Principal Development? Yes

Plans are developed for principals who may need extra help in an area such as observations, discipline and decision-making.

b. Principal Compensation? Yes

If a principal receives an unsatisfactory rating, he or she does not receive any increase in salary.

c. Principal Promotions? No

d. Principal Retention and Removal? Yes

If a principal receives an unsatisfactory rating, he or she does not receive any increase in salary. The principal is given a year to improve. If he or she does not, then he or she is not retained.

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

a. Student Achievement Outcomes? No

b. Student Growth Data? Yes

Student achievement as well as other student data is used when principals are given their evaluations. Data analysis is part of the role of principals. Commendable ratings within the four categories may be given if student achievement data supports this.

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

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	12
Number Not Rated	<u>0</u>
Total Number Employed	12

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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	NA	NA	NA	Satisfactory
Totals	12	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	12 100%

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