

Pennsylvania  
Department of Education  
Teacher and Principal Evaluation Information  
Individual LEA Data  
For the 2010-11 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 E. Houser

**For Information Contact:**

Andrea S. Flocken

**Email:**

aflocken@acschools.org

**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:**

PDE forms 426, 427 & 428 are utilized to evaluate teachers. Non-tenured staff members are evaluated at least three times per year by a direct supervisor and a central office staff person. Tenured teachers are observed formally at least once per year. Supervisors gather data via walkthrough observations, classroom visits and formal 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

if students continue to score below projected proficiency, teachers are provided professional development to assist with deficient areas. If deficiencies are not corrected and/or improved, deficiencies ultimately could lead to removal.

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

if students continue to score below projected proficiency, teachers are provided professional development to assist with deficient areas. If deficiencies are not corrected and/or improved, deficiencies ultimately could lead to removal.

**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)? More than 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	106
Number Not Rated	0
Total Number Employed	<hr/> 106 <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	NA	NA	NA	NA	Satisfactory
Annville Cleona JSHS	59	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	59 100 %
Annville El Sch	28	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	28 100 %
Cleona El Sch	19	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	19 100 %
<b>Totals</b>	<b>106</b>	<b>0 0%</b>	<b>0 0%</b>	<b>0 0%</b>	<b>0 0%</b>	<b>0 0%</b>	<b>0 0%</b>	<b>106 100%</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**

## PRINCIPAL INFORMATION

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

Building principals are evaluated twice 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

if principals demonstrate a significant need in a particular area, professional development opportunities will be provided for that individual

b. Principal Compensation?

Yes

principals performing in the top performance category are eligible for an additional 1% compensation

c. Principal Promotions?

No

d. Principal Retention and Removal?

Yes

principals who fail to demonstrate growth are provided a professional improvement plan with specific target dates, goals and guidelines for improvement

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

a. Student Achievement Outcomes?

Yes

b. Student Growth Data? Yes

student growth data is utilized as part of the overall evaluation process - student achievement and student growth is a district goal and therefore is part of each individual administrator's goal

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

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

b. Experienced Principals (More than 3 Years)? Twice a year

**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 5

Number Not Rated 0

Total Number Employed 5

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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
<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