

Pennsylvania  
Department of Education  
Teacher and Principal Evaluation Information  
Individual LEA Data  
For the 2012-13 Rating Period

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**GENERAL INFORMATION**

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**LEA Name:**

Allentown City SD

**AUN Number:**

121390302

**Address:**

31 S Penn Street Allentown, PA 18105

**Name Superintendent or Chief School Administrator:**

Dr. C. Russell Mayo

**For Information Contact:**

Kristin Kruger

**Email:**

krugerk@allentownsd.org

**Phone:**

484-765-4243

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**TEACHER INFORMATION**

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

All teachers in the Allentown School District were formally evaluated using a PDE approved evaluation system which is based on the Danielson Model of Evaluation. This evaluation model is comprised of 4 domains including Planning and Preparation, Classroom Management, Instruction, and Professional Responsibilities. Teachers are rated Satisfactory, Needs Improvement (PE), Progressing (TPE), or Unsatisfactory. Principals, assistant principals, and supervisors of instruction are responsible for evaluating the teachers. Temporary Professional Employees are evaluated minimally twice per year (once per semester). Professional Employees are evaluated minimally once per year. Feedback is provided during the post-observation session. Post observation feedback includes discussion and suggestions for areas of improvement.

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

a. Teacher Development?

Yes

If a teacher receives an overall Needs Improvement or Unsatisfactory on a summative evaluation, they are provided a focused assistance plan which includes professional development options to improve instructional, management and professional practices.

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

If a teacher receives an overall Needs Improvement or Unsatisfactory on a summative evaluation, they are provided a focused assistance plan which includes professional development options to improve instructional, management and professional practices. For a Professional Employee, two Unsatisfactory ratings may result in termination. For a Temporary Professional Employee, one Unsatisfactory rating may result in termination.

**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. Yes

The evaluation used is based on the Danielson Model for evaluation which is comprised of 4 domains including Planning and Preparation, Classroom Management, Instruction, and Professional Responsibilities. Teachers are rated Satisfactory, Needs Improvement (PE), Progressing (TPE), or Unsatisfactory.

**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	1,053
Number Not Rated	163
Total Number Employed	<hr/> 1,216 <hr/>

**LEA Teacher Evaluations Detail:**



<b>Totals</b>	<b>1191</b>	<b>175 14.7 %</b>	<b>4 0.3 %</b>	<b>0 0 %</b>	<b>0 0 %</b>	<b>0 0 %</b>	<b>0 0 %</b>	<b>1012 85 %</b>
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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 principal evaluation is comprised of 5 competency areas including the following: Promotes a Shared Vision for Learning; Provides Instructional Leadership; Establishes a Positive School Learning Environment; Develops Good Community Relations; Demonstrates Leadership Traits and Ethical Behavior. Ratings include: Failing, Needs Improvement, Proficient, and Distinguished. The Chief Academic Officer, Executive Director of Instruction, and Chief Operations Officer have each shared responsibilities for evaluating the principals. They are evaluated once per year. Each principal does a self-evaluation, and then meets with his or her supervisor to discuss the self-evaluation and ratings. The supervisor of the principal makes the final determination on the competency ratings and overall rating. If a principal is placed on a Focused Assistance Plan (FAP), they may be evaluated more often and will have specific objectives tied to the FAP that need to be met for improvement. The District's administrator evaluation system has incorporated the components recommended by the Pennsylvania Department of Education (PDE). PDE's team has developed 4 Domains: The work resulted in the establishment of four (4) Domains within the Principal Rubric to include:• Domain 1: Strategic/Cultural Leadership• Domain 2: Systems Leadership• Domain 3: Leadership for Learning• Domain 4: Professional and Community Leadership These four domains have been incorporated into ASD's current evaluation system.

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

a. Principal Development? Yes

If a principal receives an unsatisfactory rating, his/her areas of need are incorporated into a written focused assistance plan which includes professional development opportunities for improvement.

b. Principal Compensation? No

c. Principal Promotions? Yes

Distinguished performance may result in opportunities for advancement within the organization (such as central office administration positions or principal position if the person is an assistant principal).

d. Principal Retention and Removal? Yes

An overall rating of "Failing" may result in termination

### 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 principal evaluation is comprised of 5 competency areas including the following: Promotes a Shared Vision for Learning; Provides Instructional Leadership; Establishes a Positive School Learning Environment; Develops Good Community Relations; Demonstrates Leadership Traits and Ethical Behavior. Ratings include: Failing, Needs Improvement, Proficient, and Distinguished.

**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	23
Number Not Rated	0
Total Number Employed	23

**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		Satisfactory		Satisfactory						Satisfactory	
<b>Totals</b>	<b>21</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>21</b>	<b>100%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</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