

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:**

Antietam SD

**AUN Number:**

114060503

**Address:**

100 Antietam Rd Stony Ck Mills Reading, PA 19606

**Name Superintendent or Chief School Administrator:**

Dr. Larry W. Mayes

**For Information Contact:**

Dr. Larry W. Mayes

**Email:**

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**Phone:**

610-779-0554

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**TEACHER INFORMATION**

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

Our district will continue implementation of forms PDE 82-1 for both tenured and non-tenured teachers replacing the 426 and 5501. PDE 427 will still be used to move teachers from Level I to Level II Instructional Certificates. The research our system is based on is buttressed by the research that PDE drew upon (Widget Effect) to develop Educator Effectiveness pursuant to Act 82 of 2012. Our criteria for evaluation by our principals and assistant principal includes; Teachers Observation (per Danielson Framework), Building Level Data (per SPP), Teacher Specific Data (per PVAAS – based on 3 year average), and Elective Rating (SLO). Similarly, the rubric and/or weighting formula used for determining ratings; 2013-14: 85% - Teachers Observation (per Danielson Framework), and 15% - Building Level Data (per SPP). For 2014-15 and 2015-16; 65% Teachers Observation (per Danielson Framework), 15% - Building Level Data (per SPP), and 20% Elective Rating (SLO). For 2016-2017; 50% Teachers Observation (per Danielson Framework), 15% Building Level Data (per SPP), 15% Teacher Specific Data (per PVAAS), and 20% Elective Rating (SLO). The frequency of evaluations in our district is: Tenured teachers are evaluated once yearly; non-tenured teachers are evaluated twice yearly. Our evaluators have been trained and continue to receive training as needed in the TeachScape training that is intended to build consistency among evaluators.

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

a. Teacher Development? Yes

Professional development is designed using multiple points of information including those results observed by principals

b. Teacher Compensation? No

c. Teacher Promotions? No

d. Teacher Retention and Removal? Yes

Documentation necessary for the retention or discharge of professional staff is a key part of developing improvement plans for struggling teachers. That process involves collection of data from formal as well as informal observation and weighed to determine the competency of the teacher.

**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)? Twice a year

**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 97

Number Not Rated 0

Total Number Employed 97

**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
Mt Penn Primary Ctr	13	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	13 100 %
Mt Penn El Sch	36	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	36 100 %
Antietam MS/HS	48	0 0 %	2 4.2 %	0 0 %	0 0 %	0 0 %	0 0 %	46 95.8 %
<b>Totals</b>	<b>97</b>	<b>0 0 %</b>	<b>2 2.1 %</b>	<b>0 0 %</b>	<b>0 0 %</b>	<b>0 0 %</b>	<b>0 0 %</b>	<b>95 97.9 %</b>

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 deducted , 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 model utilized in our district was adapted from the Effective School Research and modified to develop a multiple point evaluation rubric. Principals are provided with a copy of that evaluation model each year as well as a review of the expectations of the district. The superintendent of the district is solely responsible for the annual review of performance utilizing the instrument. Principals develop personal and school goals at the beginning of each school year and submit them for review with the superintendent. At mid-year, each principal submits a brief summary of goal progress and takes part in an informal evaluation conference with the superintendent reviewing both their goals and the evaluation instrument. At that mid-year meeting, principals may be directed to more specific professional development as determined by the superintendent. The final evaluation completed each year is a weighted evaluation of each principal that is used to inform as well as determine additional compensation through a board determined merit system.

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

a. Principal Development? Yes

Similar to decisions about professional staff, the administrative rubric is designed to provide input on what areas of performance would benefit a principal's development through utilization of professional development.

b. Principal Compensation? Yes

Our administrative staff evaluations are used to determine compensation through utilization of a weighted scale for the merit component of their agreement with the district.

c. Principal Promotions? No

d. Principal Retention and Removal? Yes

Principal evaluation works in the same manner as that of our teachers. The evaluation rubric establishes a competency level and provides for areas of professional development. Any administrator found to be functioning at a level below expectations receives a written improvement plan and is subject to review semi-annually for determination of continued employment.

### 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 instrument developed for evaluation of our administrative staff was developed using effective schools research. Information provided by this research was tailored to fit a rubric type instrument that in turn provides a weighting used in our formula for rating efficiency as well as annual compensation increases.

**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		3
Number Not Rated		0
Total Number Employed		3

**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	
<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

