Name of LEQ or Charter School: Cumberland Perry AVTS
AUN Number: 115211657
Address of LEA or Charter School: 110 Old Willow Mill Rd Mechanicsburg, PA 17050
Name Superintendent or Chief School Administrator: Cindy Mortzelfd
For Information Contact: Justin Bruhn
Email: jbruhn@cpavts.org
Phone: 717-697-0354 - 105

If the LEA does not use their teacher evaluation system as a basis for the following, their decision criteria is provided:

a. Professional Development?

b. Teacher Compensation?
   Teacher compensation is fixed/determined per the Collective Bargaining Agreement between the Joint Operating Committee and the Cumberland Perry Teachers' Education Association (CPTEA).

c. Teacher Advancement/Promotions?
d. Teacher Retention and Removal?

Does the LEA use weighting formula(e) and/or rubric(s) to guide teacher evaluators? (Charter Schools Only)

a. Yes or No? If Yes, describe background and process.

Does the LEA teacher evaluation system described above include the following as evaluation criterion: (Charter Schools Only)

a. Student Achievement Outcomes?

b. Student Growth Data?

How often does the LEA formally evaluate:

a. Temporary Professionals (Less than 3 Years)? Twice a year

b. Professionals (More than 3 Years)? Annually

LEA Teacher Evaluations Summary:

| Number Rated | 30 |
| Number Not Rated | 0 |
| Total Number Employed | 30 |

LEA Teacher Evaluations Detail:

| Cumberland Perry AVTS | 30 | 0 | 0% | 0 | 0% | 26 | 86.7% | 4 | 13.3% | 0 | 0% | 30 | 100% |
Describe the LEA’s system used to evaluate the performance of your Principals:

In the 2013-2014 school year, principals at CPAVTS were evaluated annually by their immediate supervisor utilizing the domains and components in the Framework for Leadership rubric provided by the PA Department of Education. Training in the use of the Framework for Leadership was provided by the PA Association of Career and Technical Administrators (PACTA).

If the LEA does not use their principal evaluation system as a basis for the following, their decision criteria is provided:

- Principal Development?
- Principal Compensation?
- Principal Promotions?
- Principal Retention and Removal?

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

- Student Achievement Outcomes? No
- Student Growth Data? No

How often does the LEA formally evaluate:

- New Principals (Less than 3 Years)? Annually
- Experienced Principals (More than 3 Years)? Annually

Does the LEA use weighting formula(e) and/or rubric(s) to guide principal evaluators?

- Yes or No? Yes

In 2013-2014 CPAVTS utilized the PDE Framework for Leadership rubric to guide evaluators in evaluating principals.

Does your LEA have at least one Principal position? Yes
Does your LEA have a Standardized Principal Evaluation System? Yes
**LEA Principal Evaluations Summary:**

Number Rated: 2  
Number Not Rated: 0  
Total Number Employed: 2

**LEA Principal Evaluation Detail:**

<table>
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<th>Total Employed</th>
<th>Not Rated</th>
<th>Level 1</th>
<th>Level 2</th>
<th>Level 3</th>
<th>Level 4</th>
<th>Level 5</th>
<th>Level 6</th>
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<tbody>
<tr>
<td><em>(Numerator)</em></td>
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<tr>
<td>Unsatisfactory/Satisfactory</td>
<td>Unsatisfactory</td>
<td>Satisfactory</td>
<td>Satisfactory</td>
<td>Satisfactory</td>
<td>NA</td>
<td>Satisfactory</td>
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</tbody>
</table>

**Totals:**  

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<th><em>(Numerator)</em></th>
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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 cannot 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.*