

Pennsylvania  
Department of Education  
Teacher and Principal Evaluation Information  
Individual LEA Data  
For the 2013-14 Rating Period

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GENERAL INFORMATION

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**Name of LEQ or Charter School:**

Allentown City SD

**AUN Number:**

121390302

**Address of LEA or Charter School:**

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

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a. Professional Development?

b. Teacher Compensation?

Compensation is based on the collective bargaining agreement.

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		942
Number Not Rated		9
Total Number Employed		951

**LEA Teacher Evaluations Detail:**

	Total Employed	Not Rated		Level 1		Level 2		Level 3		Level 4		Unsatisfactory		Satisfactory	
	(Denominator)	(Numerator)	%	(Numerator)	%	(Numerator)	%	(Numerator)	%	(Numerator)	%	(Numerator)	%	(Numerator)	%
Alternative Education	11	0	0%	0	0%	0	0%	11	100%	0	0%	0	0%	11	100%

Central El Sch	41	0	0%	0	0%	0	0%	35	85.4%	6	14.6%	0	0%	41	100%
Cleveland El Sch	19	0	0%	0	0%	1	5.3%	18	94.7%	0	0%	0	0%	19	100%
Francis D Raub MS	53	0	0%	0	0%	2	3.8%	51	96.2%	0	0%	0	0%	53	100%
Harrison-Morton MS	53	0	0%	0	0%	0	0%	53	100%	0	0%	0	0%	53	100%
Hiram W Dodd El Sch	35	0	0%	0	0%	0	0%	35	100%	0	0%	0	0%	35	100%
Jefferson El Sch	35	0	0%	0	0%	0	0%	33	94.3%	2	5.7%	0	0%	35	100%
Lehigh Parkway El Sch	18	0	0%	0	0%	0	0%	18	100%	0	0%	0	0%	18	100%
Lincoln Early Chld Ctr	17	0	0%	0	0%	0	0%	12	70.6%	5	29.4%	0	0%	17	100%
Louis E Dieruff HS	105	3	2.9%	0	0%	1	1%	97	92.4%	4	3.8%	0	0%	102	97.1%
Luis A. Ramos El Sch	44	0	0%	0	0%	0	0%	44	100%	0	0%	0	0%	44	100%
McKinley El Sch	17	0	0%	0	0%	0	0%	17	100%	0	0%	0	0%	17	100%
Mosser El Sch	39	0	0%	0	0%	0	0%	39	100%	0	0%	0	0%	39	100%
Muhlenberg El Sch	25	0	0%	0	0%	0	0%	25	100%	0	0%	0	0%	25	100%
Newcomer	11	0	0%	0	0%	0	0%	11	100%	0	0%	0	0%	11	100%
Ritter El Sch	28	0	0%	0	0%	0	0%	27	96.4%	1	3.6%	0	0%	28	100%
Roosevelt El Sch	40	0	0%	0	0%	0	0%	37	92.5%	3	7.5%	0	0%	40	100%
Sheridan El Sch	31	0	0%	0	0%	1	3.2%	30	96.8%	0	0%	0	0%	31	100%
South Mountain MS	69	0	0%	0	0%	0	0%	63	91.3%	6	8.7%	0	0%	69	100%
Trexler MS	53	0	0%	0	0%	0	0%	53	100%	0	0%	0	0%	53	100%
Union Terrace El Sch	40	0	0%	0	0%	0	0%	40	100%	0	0%	0	0%	40	100%
Washington El Sch	26	0	0%	0	0%	0	0%	26	100%	0	0%	0	0%	26	100%
William Allen HS	140	6	4.3%	0	0%	1	0.7%	127	90.7%	6	4.3%	0	0%	134	95.7%

<b>Totals</b>	<b>950</b>	<b>9 0.9 %</b>	<b>0 0 %</b>	<b>6 0.6 %</b>	<b>902 94.9 %</b>	<b>33 3.5 %</b>	<b>0 0 %</b>	<b>941 99.1 %</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 shared responsibilities for evaluating the principals. They are evaluated once per year. Each principal does a self evaluation, 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.

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

- a. Principal Development?
- b. Principal Compensation?
- c. Principal Promotions?
- d. Principal Retention and Removal?

### 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 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

**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	22
Number Not Rated	1
Total Number Employed	<u>23</u>

**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		Satisfactory
<b>Totals</b>	<b>23</b>	<b>0 0 %</b>	<b>0 0 %</b>	<b>0 0 %</b>	<b>20 87 %</b>	<b>3 13 %</b>	<b>0 0 %</b>	<b>0 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**