

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:**

Ambridge Area SD

**AUN Number:**

127040703

**Address of LEA or Charter School:**

901 Duss Avenue Ambridge, PA 15003

**Name Superintendent or Chief School Administrator:**

Dr. Cynthia Zurchin

**For Information Contact:**

Mr. Barry J. King

**Email:**

bking@ambridge.k12.pa.us

**Phone:**

724-266-2833 - 2269

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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 decisions are based upon the collective bargaining between the Ambridge Area School District and the Ambridge Area Education Association. Compensation is based upon years of service as teachers progress through a step payment system.

c. Teacher Advancement/Promotions?

Advancement/Promotion, or simply moving teaching assignments are governed by the collective bargaining agreement between the Ambridge Area School District and the Ambridge Area Education Association. Postions are awarded based upon seniority at the annual bid held at the end of the year clerical day.

d. Teacher Retention and Removal?

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**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.

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**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?

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

- a. Teporary Professionals (Less than 3 Years)?                      Twice a year  
b. Professionals (More than 3 Years)?                                      Annually

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**LEA Teacher Evaluations Summary:**

Number Rated	188
Number Not Rated	1
Total Number Employed	<u>189</u>

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**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) %
Ambridge Area HS	56	0 0%	0 0%	0 0%	56 100%	0 0%	0 0%	56 100%
Ambridge Area JHS	34	0 0%	0 0%	0 0%	34 100%	0 0%	0 0%	34 100%
Economy EI Sch	37	0 0%	0 0%	0 0%	37 100%	0 0%	0 0%	37 100%
Highland EI Sch	40	1 2.5%	0 0%	0 0%	39 97.5%	0 0%	0 0%	39 97.5%
State Street EI Sch	22	0 0%	0 0%	0 0%	22 100%	0 0%	0 0%	22 100%
<b>Totals</b>	<b>189</b>	<b>1 0.5%</b>	<b>0 0%</b>	<b>0 0%</b>	<b>188 99.5%</b>	<b>0 0%</b>	<b>0 0%</b>	<b>188 99.5%</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:

The Ambridge Area School District uses a research based evaluation tool modeled after "Bowling Green State University's Appraisal Supervision Model." The supervision evaluation model that the district utilizes rates the principals in the following areas: leadership, educational, professional, managerial and relationships with others. The Superintendent of Schools evaluates principals on a semester basis. The Superintendent provides principals with a written report and a copy of the evaluation rating scales at a post-conference meeting. Principals are rated either satisfactory or unsatisfactory. Principals who receive a rating of unsatisfactory are placed on an improvement plan. Training and support are provided to the individual. Regular meetings are scheduled with the individual to review progress. If the principal continues to perform at an unsatisfactory level, the district will move for termination of the employee.

### 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)? 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. Yes

The Ambridge Area School District uses the "Bowling Green State University Appraisal Supervision Model." The categories of leadership, educational, professional, managerial, and relationship with others are each scored using a rubric based on 5 levels ranging from unsatisfactory to exemplary. Each area has 6 categories in its rubric.

**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	6
Number Not Rated	0
Total Number Employed	6

**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	Satisfactory
<b>Totals</b>	<b>6</b>	<b>0 0 %</b>	<b>0 0 %</b>	<b>0 0 %</b>	<b>0 0 %</b>	<b>2 33.3 %</b>	<b>1 16.7 %</b>	<b>3 50 %</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

