

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

GENERAL INFORMATION

Name of LEQ or Charter School:

Antietam SD

AUN Number:

114060503

Address of LEA or Charter School:

100 Antietam Rd Stony Ck Mills Reading, PA 19606

Name Superintendent or Chief School Administrator:

Dr. Larry Mayes

For Information Contact:

Dr. Larry Mayes

Email:

lmayes@antietamsd.org

Phone:

610 779 0554 - 115

TEACHER INFORMATION

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?

Compensation is set by the Collective Bargaining Agreement.

c. Teacher Advancement/Promotions?

Antietam MS/HS	43	0	0%	0	0%	0	0%	41	95.3 %	2	4.7 %	0	0%	43	100 %
Mt Penn El Sch	39	0	0%	0	0%	0	0%	38	97.4 %	1	2.6 %	0	0%	39	100 %
Mt Penn Primary Ctr	12	0	0%	0	0%	0	0%	12	100 %	0	0%	0	0%	12	100 %
Totals	94	0	0%	0	0%	0	0%	91	96.8 %	3	3.2 %	0	0%	94	100 %

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:

Our district has been using a multi-part evaluation instrument designed by me upon my arrival fifteen years ago. As superintendent, I meet with each administrator prior to the school year to develop a three-part goal project: Personal growth, professional growth, and instructional improvement for their specific building. Each administrator then meets with me mid-year to review progress on their goals as well as an informal review of their performance as determined from the multi-part evaluation instrument. The instrument is reviewed at the beginning of each year as a training on expected performance and used during the mid-year review as well and then for the final rating. It is a seven part instrument that was developed using information from the Effective Schools Research and updated during the past fifteen years using a variety of information gathered from articles and presentations on best practices. The seven areas are: Supervisory responsibilities, Curriculum development and monitoring, Financial management, Community & Board relations, General responsibilities, Job specific duties, and Goal accomplishment. The first six categories are a series of targets that are rated: needs, meets, or exceeds and awarded points based on a three point scale. Administrators can achieve fifteen additional points for goal achievement and depending on the number of job specific targets, the total points will range between 105 to 120.

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 Rubric is a multi-level instrument developed from Effective School Research.

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	4
Number Not Rated	0
Total Number Employed	<u>4</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	NA	Satisfactory
Totals	*	* * %	* * %	* * %	* * %	* * %	* * %	* * %

Note: - All Total percentages are the result of dividing the total number of ratings at each level (Numerator) by the overall total (Denominator)

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