

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:**

Apollo-Ridge SD

**AUN Number:**

128030603

**Address of LEA or Charter School:**

PO Box 219 Spring Church, PA 15686

**Name Superintendent or Chief School Administrator:**

Dr. Matthew Curci

**For Information Contact:**

Dr. Matthew Curci

**Email:**

curcim@apolloridge.com

**Phone:**

724-478-6000 - 6012

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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?

Teacher compensation is based on the Collective Bargaining Agreement schedule, with salary steps based on years of service, negotiated between the District and the Apollo-Ridge Education Association.

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		89
Number Not Rated		0
Total Number Employed		89

**LEA Teacher Evaluations Detail:**

	Total Employed	Not Rated	Level 1	Level 2	Level 3	Level 4	Unsatisfactory	Satisfactory
	(Denominator)	(Numerator) %	(Numerator) %					
Apollo-Ridge Elem Sch	39	0 0%	0 0%	0 0%	37 94.9 %	2 5.1 %	0 0%	39 100 %

Apollo-Ridge HS	26	0	0%	0	0%	0	0%	20	76.9 %	6	23.1 %	0	0%	26	100 %
Apollo-Ridge MS	24	0	0%	0	0%	0	0%	22	91.7 %	2	8.3 %	0	0%	24	100 %
<b>Totals</b>	<b>89</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>79</b>	<b>88.8 %</b>	<b>10</b>	<b>11.2 %</b>	<b>0</b>	<b>0%</b>	<b>89</b>	<b>100%</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 Apollo-Ridge School District uses a self-developed Administrative Evaluation Form that evaluates principals according to performance in several domains. These domains include Relationship with Superintendent and Administration, Educational Leadership, Business and Finance, Staff and Personnel Relationships, Student Responsibilities, Community Relationships, Personal Qualities, and Goals. This multiple domain approach recognizes the current research and literature establishing that principals must employ a variety of strengths and skills in order to serve as effective leaders in their buildings, and that the current climate in education requires that principals are able to function both as educational leaders and building managers. In each of the established categories and on a final overall rating, principals are rated ranging from "Unsatisfactory" to "Exceeds Expectations." Principals perform a self-evaluation, then meet with the Superintendent to discuss how they were formally evaluated. Principals who are rated as "Needs Improvement" or "Unsatisfactory" are provided specific feedback and planning with regard to how their performance must improve, and provided opportunities for professional development for support. If at the end of the next evaluation period the principal has not improved, dismissal proceedings may follow. As a second component to the evaluation process, principals submit three goals to the Superintendent and Board of Education prior to the start of the upcoming school year. One goal has a district-wide focus, the second a building level focus, and the third a personal focus for growth as a professional. The principals provide a monthly update regarding goal progress, and at the end of the school year submit a portfolio documenting achievement of the goals. A committee of board members evaluate performance with regard to each goal, providing an additional merit-based component to the principal's evaluation.

### 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 designed to assess the principal in a variety of domains, all of which are part of the varied aspects of the principal role. These domains include the following aspects of fulfilling the role of instructional leader and building manager: Relationship with Superintendent and Administration, Educational Leadership, Business and Finance, Staff and Personnel Relationships, Student Responsibilities, Community Relationships, Personal Qualities, and Goals. An overall rating is also given.

**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	Unsatisfactory	Satisfactory	Satisfactory	NA	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**