

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:

Athens Area SD

AUN Number:

117080503

Address of LEA or Charter School:

204 Willow St Athens, PA 18810

Name Superintendent or Chief School Administrator:

Diane Place

For Information Contact:

Criag Stage

Email:

cstage@athensasd.org

Phone:

570-888-7766

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?

we follow the Collective Bargaining Agreement Salary Matrix

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		154
Number Not Rated		2
Total Number Employed		156

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)	%
Athens Area HS	52	2	3.8%	0	0%	0	0%	0	0%	0	0%	0	0%	50	96.2%

Audrielle Lynch-Ellen Bustin EI	44	0	0%	0	0%	0	0%	0	0%	0	0%	44	100 %
Harlan Rowe MS	38	0	0%	0	0%	0	0%	0	0%	0	0%	38	100 %
SRU EI Sch	22	0	0%	0	0%	0	0%	0	0%	0	0%	22	100 %
Totals	156	2	1.3 %	0	0 %	154	98.7 %						

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:

Athens Area School District Principal/Assistant Principal/Director Evaluation PHILOSOPHY This instrument is designed to provide for meaningful dialogue between the evaluator and evaluatee for the development of leadership skills leading to a total and effective education for all students. Each principal/assistant principal/director will be evaluated in the areas of visionary leadership, instructional leadership, management and organizational leadership, and parent and community leadership. EVALUATION PROCEDURE The performance of each principal/assistant principal/director shall be evaluated in writing by the superintendent with the assistance of the assistant superintendent at least once during the school year. The evaluatee will be provided a blank evaluation form and will be allowed at least ten days to complete the self-evaluation and prepare any necessary supporting documentation. The evaluator will independently complete an evaluation of the administrator, and specify any recommendations and commendations. Upon completion of the two evaluations, the evaluator will schedule a conference with the evaluatee. During this conference both parties will discuss their respective evaluations, present any supporting documentation, and revise their evaluations as warranted. Within ten days after the conference, the evaluator will consolidate the two evaluations with supporting documentation, recommendations and commendations on a single evaluation form. The evaluator will then secure the evaluatee's signature on the document, and then enter the evaluation in the evaluatee's personnel file. Overall rating will be either satisfactory or unsatisfactory. This rating will directly impact the Act 93 compensation plan for the following calendar year. Definitions: Exceptional (E): Demonstrates a model skill for other administrators to strive toward. Proficient (P): Highly competent in this element. Basic (B): Has the foundation expected by professional standards, but is not able to demonstrate application in every situation. Unsatisfactory (U): Does not meet acceptable standards of the profession with this element. Rating in the unsatisfactory category must be supported by comments and/or documentation.

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?

Utilize the salary matrix outlined in the ACT 93 agreement

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

