

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:

Avonworth SD

AUN Number:

103020753

Address of LEA or Charter School:

258 Josephs Lane Pittsburgh, PA 15237

Name Superintendent or Chief School Administrator:

Dr. Thomas W. Ralston

For Information Contact:

Mrs. Cindy Donovan

Email:

cdonovan@avonworth.k12.pa.us

Phone:

412-369-8738 - 1504

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?
- 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		108
Number Not Rated		5
Total Number Employed		113

LEA Teacher Evaluations Detail:

	Total Employed	Not Rated	Level 1	Level 2	Level 3	Level 4	Unsatisfactory	Satisfactory
	(Denominator)	(Numerator) %	(Numerator) %					
Avonworth EI Sch	50	1 2%	0 0%	0 0%	34 68 %	15 30 %	0 0%	49 98 %

Avonworth HS	38	0 0%	0 0%	0 0%	23 60.5 %	15 39.5 %	0 0%	38 100 %
Avonworth MS	25	4 16%	0 0%	0 0%	15 60 %	6 24 %	0 0%	21 84 %
Totals	113	5 4.4 %	0 0%	0 0%	72 63.7 %	36 31.9 %	0 0%	108 95.6 %

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 Avonworth School District evaluates its principals annually using the School Leadership that Works model developed by Marzano, Waters, and McNulty. The principals are also evaluated on attainment of goals based on the strategic plan. The principals are evaluated by the superintendent. Prior to the start of the school year, the superintendent and principals meet individually for the purpose of establishing goals. Progress on these goals are then reviewed during individual monthly meetings. A mid-point review allows for the adjustment of any goals. At the conclusion of the school year, the principals provide the superintendent with a portfolio of evidence for goal attainment. Included in the portfolio is a self evaluation/reflection from the principal on the agreed upon goals. Ratings for goal attainment are as follows: Exceptional Performance -Clearly and consistently surpasses mutually agreed-upon objectives and job description so results have a significant impact. Creates original or innovative systems designed to promote district values, effective operations, and accountability. Exemplifies leadership and vision. Positive Performance - Meets or occasionally surpasses mutually agreed-upon objectives and job description so results have a positive impact. Consistently produces quality work that promotes district values, effective operations, and accountability. Needs Improvement - Performance shows deficiencies in attainment of established standards of position description, individual goals, and requires improvement in order to meet school district expectations; individual is aware of deficiencies and is motivated to improve. Below Expectations - Inconsistently meets the minimum requirement as outlined in objectives and job description. Results indicate less than quality work and little motivation to improve. Minimal evidence of establishing systems and procedures designed to promote district values, effective operations, or accountability. Unsatisfactory - Failed to meet minimum requirement as outlined in objectives and job description or unable to provide evidence of meeting the objective.

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

a. Principal Development?

The principal evaluation system provides meaningful information regarding principal professional development.

b. Principal Compensation?

The principal evaluation system informs decisions regarding compensation.

c. Principal Promotions?

The principal evaluation system is utilized as a consideration to inform principal advancement/promotion.

d. Principal Retention and Removal?

The principal evaluation system is utilized as one consideration for retention/removal decisions.

Does the LEA principal evaluation system described above include the following as evaluation criterion:

a. Student Achievement Outcomes?

Yes

b. Student Growth Data?

Yes

