

Pennsylvania
Department of Education
Teacher and Principal Evaluation Information
Individual LEA Data
For the 2009-10 Rating Period

GENERAL INFORMATION

LEA Name:

Columbia-Montour AVTS

AUN Number:

116191757

Address:

5050 Sweppenheiser Drive Bloomsburg, PA 17815-8920

Name Superintendent or Chief School Administrator:

William Forsythe

For Information Contact:

William Forsythe

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(570) 784-8040

TEACHER INFORMATION

Describe the LEA's system used to evaluate the performance of your teachers:

Teachers that are non-tenured are evaluated twice each year and tenured teachers are formally evaluated once a year by one of the following: Administrative Director, Director of Student Services, or the Director of Special Education. The observation form has been board approved and covers the following areas: Planning and Preparation, Classroom Management, Communication, Student Response, and Instructional Methods. The evaluation process adheres to completing forms PDE-426, PDE-428, or PDE-5501.

Does the LEA use the results of the teacher evaluation system described above in decisions regarding:

a. Teacher Development?

Yes

In order to provide proper professional development, individual departments are reviewed to determine proper professional development needs.

b. Teacher Compensation? Yes

Performance would determine tenure.

c. Teacher Promotions? Yes

Performance would determine tenure.

d. Teacher Retention and Removal? Yes

If teachers receive two unsatisfactory evaluations back to back they could possibly lose employment.

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

a. Student Achievement Outcomes? Yes

b. Student Growth Data? Yes

The results from PSSA's, NOCTI, and 4 Sight Assessments are reviewed and discussed with faculty. The results of the 4 Sight test assessment are reviewed several times throughout the year in order to evaluate student preparedness for the upcoming PSSA assessment.

How often does the LEA formally evaluate:

a. New Teachers (Less than 3 Years)? Twice a year

b. Experienced Teachers (More than 3 Years)? Annually

Does the LEA use weighting formula(e) and/or rubric(s) to guide teacher evaluators?

a. Yes or No? If Yes, describe background and process. No

Does the LEA publicly report teacher evaluation data by school?

a. Yes or No? (Web link provided if applicable.) No

NA

LEA Teacher Evaluations Summary:

Number Rated 48

Number Not Rated

Total Number Employed 48

LEA Teacher Evaluations Detail:

Standard Evaluation System:

Building	Total Employed	Not Rated		Satisfactory		Unsatisfactory	
	(Denominator)	(Numerator)	%	(Numerator)	%	(Numerator)	%
Columbia-Montour AVTS	48	0	0 %	48	100 %	0	0 %
Totals	48	0	0 %	48	100 %	0	0 %

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:

Principals are evaluated once a year with a tool that was approved by the Joint Operating Committee. It is unknown as to the research conducted before the tool was approved for use. The performance appraisal is broken down into five areas of attainment: Superior, Exceeds Expectation, Meets Expectations, Marginal, and Unsatisfactory. The areas that are rated are as follows: Problem Analysis, Decisiveness, Leadership, Coping Skills, Organizational Ability, Supervision of Staff, Deligation, Sensitivity, Educational Commitment, Communications, Personal Motivation, Reports, Professional Conduct, and Public Relations.

Does the LEA use the results of the principal evaluation system described above in decisions regarding:

a. Principal Development? Yes

All administrators are encouraged to continue their education as well as their professional development that would benefit them, the school, and students.

bPrincipal Compensation? Yes

Upon satisfactory evaluation, administrators will receive neogotiated pay increases. Conversely, receipt of an unsatisfactory would retard any monetary compensation or growth.

c. Principal Promotions? Yes

In the event any administator would vacate employment, any properly certificated administrator seeking advancement within the organization would surely need satisfactory evaluations to do so.

d. Principal Retention and Removal? Yes

In todays accountability era, continued employment and job advancement rests on satisfactory ratings.

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

- a. Student Achievement Outcomes? Yes
- b. Student Growth Data? Yes

Regarding school accountability and Adequate Yearly Progress (AYP), all PSSA results are scutinized and reviewed with all administrators to determine improved student progress.

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

We have an administrative performance appraisal that was approved by the Joint Operating Committee, which rates administrators in several areas. They are as follows: Problem Analysis, Decisiveness, Leadership, Coping Skills, Organizational Ability, Supervision of Staff, Delegation, Sensitivity, Educational Commitment, Communications, Personal Motivation, Reports, Professional Conduct, and Public Relations. The ratings scale used encompasses the following: Superior, Exceeds Expectations, Meets Expectations, Marginal, and Unsatisfactory.

Does the LEA publicly report principal evaluation data by school?

- a. Yes or No? (Web link provided if applicable.) NA

NA

LEA Principal Evaluations Summary:

Rating System	Standard
Number Rated	2
Number Not Rated	_____
Total Number Employed	2

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) %
RatingTitle			Yes	Marginal	Meets Expectations	Exceeds Expectations	Superior	NA
Unsatisfactory/Satisfactory			Unsatisfactory	Satisfactory	Satisfactory	Satisfactory	Satisfactory	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)

*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