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:

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
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</thead>
<tbody>
<tr>
<td>Number Rated</td>
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</tr>
<tr>
<td>Number Not Rated</td>
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LEA Teacher Evaluations Detail:

Standard Evaluation System:

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<td>Totals</td>
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Note: - All Building percentages are the result of dividing the number of ratings at each level (Numerator) by the building total (Denominator)
- 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 cannot 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

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, Decisioniveness, 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.

b. Principal Compensation? Yes
   Upon satisfactory evaluation, administrators will receive negotiated pay increases. Conversely, receipt of an unsatisfactory would retard any monetary compensation or growth.

c. Principal Promotions? Yes
   In the event any administrator 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 today's 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 scrutinized 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:**

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**LEA Principal Evaluation Detail:**

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<tr>
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</tbody>
</table>

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 cannot 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.