

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

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**GENERAL INFORMATION**

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**LEA Name:**

Fayette County AVTS

**AUN Number:**

101262507

**Address:**

175 Georges Fairchance Road Uniontown, PA 15401-6301

**Name Superintendent or Chief School Administrator:**

Dr. Edward D. Jeffreys, Executive Director

**For Information Contact:**

Tina Palko

**Email:**

tpalko@fayettevo-tech.org

**Phone:**

724-437-2721 extension 106

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**TEACHER INFORMATION**

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

The Fayette County Area Vocational Technical School utilizes PDE forms 426 and 428 to evaluate our teachers. The PDE forms are based on the Danielson model of effective teaching and supporting research. We use the indicators on these forms to help our Executive Director as he evaluates the teachers during annual observations of Vocational II and Instructional II teachers and semi-annual observations of Vocational I and Instructional I teachers. Teachers who are identified as needing improvement are observed monthly with intense coaching between observations. Special attention is focused on those indicators related to teachers' use of differentiated instruction based on individual student's needs. Differentiated instruction is one of our strategic goals and is included in our professional development this year. Training on the use of differentiated instruction is provided to our staff as part of our Act 48 In-service programs from our local intermediate unit. Additional individual professional development is available for teachers who are found to need improvement through the observation process. This training emphasizes how teachers can use student achievement to inform instruction. In order to rate the teachers on the PDE forms 426 and 428 including a section on differentiated instruction, a weighted system such that the teachers are rating at one of 4 levels; Level 1 = Unsatisfactory; Level 2 = Satisfactory but needs technical assistance and mentoring for next semester; Level 3 = Satisfactory but needs mentoring for next semester; Level 4 = Satisfactory. Our district does not use the evaluation system to inform salary decisions; however, unsatisfactory evaluations can lead to dismissal.

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

a. Teacher Development? No

NA

b. Teacher Compensation? No

NA

c. Teacher Promotions? No

NA

d. Teacher Retention and Removal? No

NA

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

a. Student Achievement Outcomes? No

b. Student Growth Data? No

NA

**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

NA

**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

19

Number Not Rated

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Total Number Employed

19

**LEA Teacher Evaluations Detail:**

**Standard Evaluation System:**

Building	Total Employed	Not Rated		Satisfactory		Unsatisfactory	
	(Denominator)	(Numerator)	%	(Numerator)	%	(Numerator)	%
Fayette County AVTS	19	0	0 %	19	100 %	0	0 %
<b>Totals</b>	<b>19</b>	<b>0</b>	<b>0 %</b>	<b>19</b>	<b>100 %</b>	<b>0</b>	<b>0 %</b>

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 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**

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## PRINCIPAL INFORMATION

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

The Fayette County Area Vocational Technical School utilizes PDE form 428 to evaluate our Principal. The PDE form is based on the Danielson model of effective teaching and supporting research. We use the indicators on these forms to help our Executive Director as he evaluates the Principal during annual observations. If the Principal is identified as needing improvement, he/she is observed monthly with intense coaching between observations. Additional individual professional development is available for a Principal who is found to need improvement through the observation process. In order to rate the Principal on the PDE form 428, a weighted system such that the Principal is rated at one of 4 levels; Level 1 = Unsatisfactory; Level 2 = Satisfactory but needs technical assistance and mentoring for next semester; Level 3 = Satisfactory but needs mentoring for next semester; Level 4 – Satisfactory. Our district does not use the evaluation system to inform salary decisions; however, unsatisfactory evaluations can lead to dismissal.

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

- a. Principal Development? No  
NA
- bPrincipal Compensation? No  
NA
- c. Principal Promotions? NA  
NA

d. Principal Retention and Removal? NA

NA

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

a. Student Achievement Outcomes? No

b. Student Growth Data? No

NA

**How often does the LEA formally evaluate:**

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

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. No

NA

**Does the LEA publicly report principal evaluation data by school?**

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

NA

**LEA Principal Evaluations Summary:**

Rating System No

Number Rated

Number Not Rated 1

Total Number Employed 1

**LEA Principal Evaluation Detail:**

	<b>Total Employed</b>	<b>Not Rated</b>	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>	<b>Level 4</b>	<b>Level 5</b>	<b>Level 6</b>
	<b>(Denominator)</b>	<b>(Numerator) %</b>						
RatingTitle								
Unsatisfactory/Satisfactory			Unsatisfactory					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**