

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:**

Allegheny Valley SD

**AUN Number:**

103020603

**Address:**

300 Pearl Ave Cheswick, PA 15024-1066

**Name Superintendent or Chief School Administrator:**

Cheryl A. Griffith, Ed.D.

**For Information Contact:**

Cheryl A. Griffith, Ed.D.

**Email:**

cgriffith@avsd.k12.pa.us

**Phone:**

724-274-5300 x5115

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TEACHER INFORMATION

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

Information presented in the PDE 426 and 428 forms serve as the primary criteria for evaluating the Allegheny Valley School District teachers. The substance of these documents is based on the Charlotte Danielson model of effective teaching and learning. The indicators in each domain help to guide the principals as they observe, assess and conference with Instructional I and Instructional II teachers throughout the school year. All teachers are encouraged to take a lead in providing and maintaining key sources of evidence to substantiate attainment of specific criteria and to reflect on that information as an important aspect of their identified individual achievement and area(s) for growth.

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

a. Teacher Development? Yes

The Professional Development Committee, comprised of K-12 teachers and administrators, reviews information gleaned from needs assessments as well as District goals to help determine professional learning opportunities. Additionally, administrators may work with individual teachers and others to create and implement operational improvement plans for more personalized teacher growth.

b. Teacher Compensation? No

NA

c. Teacher Promotions? No

NA

d. Teacher Retention and Removal? Yes

All teachers are expected to perform at a satisfactory level minimally. The District adheres to the PA Code and will move to dismiss any teacher who accumulates two consecutive unsatisfactory evaluations.

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

a. Student Achievement Outcomes? No

b. Student Growth Data? No

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

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

b. Experienced Teachers (More than 3 Years)? More than twice a year

**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

**LEA Teacher Evaluations Summary:**

Number Rated 94

Number Not Rated

Total Number Employed 94

**LEA Teacher Evaluations Detail:**

**Standard Evaluation System:**

Building	Total Employed	Not Rated		Satisfactory		Unsatisfactory	
	(Denominator)	(Numerator)	%	(Numerator)	%	(Numerator)	%
Colfax Upper El Sch	20	0	0 %	20	100 %	0	0 %
Springdale JSHS	49	0	0 %	49	100 %	0	0 %
Acmetonia Primary Sch	25	0	0 %	25	100 %	0	0 %
<b>Totals</b>	<b>94</b>	<b>0</b>	<b>0 %</b>	<b>94</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 Allegheny Valley School District Administrator Performance Appraisal System is based on information gleaned from the Pennsylvania certification requirements for principals, effective leadership/management skills identified in education research journals as well as assessment tools applied in other school districts. Job description responsibilities, skills of an effective administrator and annual goals each comprise one-third (1/3) of the overall annual performance appraisal. A weighted scale of one (1) to four (4) is applied to each of the three areas to achieve an average score for each section. One (1) is the lowest possible and indicates unsatisfactory performance; four (4) is the highest possible and indicates distinguished performance. Goal progress for each principal is assessed monthly and documented on the Individual Monthly Leadership Report. Each principal meets formally with the superintendent at least three times throughout the year to establish goals and discuss performance assessment in the formative and summative phases. The experience factor and identified areas for growth influence a personalized approach for assessing and guiding each principal.

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

a. Principal Development? Yes

Common areas perceived for growth are focused in professional development that occurs through a variety of learning opportunities both on and off site.

bPrincipal Compensation? Yes

The Act 93 Agreement stipulates opportunity for increased compensation beyond the baseline job description and administrator skill-set minimum to allow for performance pay associated with the level of goal attainment.

c. Principal Promotions? Yes

Performance assessment can be utilized as a tool for promoting from within whenever the opportunity arises.

d. Principal Retention and Removal? Yes

Principals are expected to honor all applicable regulations and laws as well as establish and attain realistic goals in addition to performing satisfactorily on job descriptions aligned with certification requirements.

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

a. Student Achievement Outcomes? No

b. Student Growth Data? No

**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

The overall performance appraisal is weighted as follows: Job Description Responsibilities (1.3); Effective Administrator Skills (1.3); Annual Goals (1.3). Goals are categorized in three areas: District; Job Description; Personal. The target rating for each goal includes: Distinguished (4); Commendable (3); Effective (2); Unsatisfactory (1).

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

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

**LEA Principal Evaluations Summary:**

Rating System	Standard
Number Rated	3
Number Not Rated	_____
Total Number Employed	3

**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	Satisfactory	Satisfactory	Satisfactory	Satisfactory
Unsatisfactory/Satisfactory			Unsatisfactory	Satisfactory	Satisfactory	Satisfactory	Satisfactory	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