

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:**

Allentown City SD

**AUN Number:**

121390302

**Address:**

31 S Penn Street PO Box 328 Allentown, PA 18105-0328

**Name Superintendent or Chief School Administrator:**

Gerald L. Zahorchak, D. Ed

**For Information Contact:**

Rita D. Perez

**Email:**

perezr@allentownsd.org

**Phone:**

484-765-4231

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TEACHER INFORMATION

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

Principals and assistant principals are responsible for the evaluation of teachers in their buildings. The evaluation protocols are based on Charlotte Danielson's Framework for Teaching and align with the Pennsylvania Department of Education's form PDE-428. New teachers are evaluated twice a year and tenured teachers are evaluated at least once a year. Classroom observations for new teachers occur at least twice a year and tenured teachers at least once every three years. The observation and evaluation forms are designed to allow for a description of the observation/evaluation, as well as a narrative describing areas of commendation and improvement.

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

a. Teacher Development?

Yes

Evaluators provide professional development directives and/or recommendations to teachers via the evaluation form's recommendation section. Additionally, teachers may use this information to develop yearly professional development goals.

- b. Teacher Compensation? No
- c. Teacher Promotions? No
- d. Teacher Retention and Removal? Yes

Teachers who are experiencing difficulty or rated unsatisfactory are provided with improvement plans. The outcome of these plans informs continued employment decisions.

**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)? Other

**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	1,230
Number Not Rated	
Total Number Employed	<hr/> 1,230 <hr/> <hr/>



Muhlenberg El Sch	44	0	0%	0	0%	0	0%	0	0%	3	6.8%	0	0%	41	93.2%
Mosser El Sch	52	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	52	100%
Roosevelt El Sch	45	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	45	100%
Union Terrace El Sch	52	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	52	100%
Washington El Sch	41	0	0%	0	0%	0	0%	0	0%	5	12.2%	0	0%	36	87.8%
Central El Sch	50	0	0%	0	0%	0	0%	0	0%	0	0%	3	6%	47	94%
Harrison-Morton MS	66	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	66	100%
Francis D Raub MS	84	0	0%	0	0%	0	0%	0	0%	6	7.1%	0	0%	78	92.9%
South Mountain MS	92	0	0%	0	0%	0	0%	0	0%	1	1.1%	0	0%	91	98.9%
William Allen HS	191	0	0%	0	0%	0	0%	0	0%	1	0.5%	0	0%	190	99.5%
Louis E Dieruff HS	104	0	0%	0	0%	0	0%	0	0%	5	4.8%	0	0%	99	95.2%
Sheridan El Sch	48	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	48	100%
<b>Totals</b>	<b>1230</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>24</b>	<b>2%</b>	<b>3</b>	<b>0.2%</b>	<b>1203</b>	<b>97.8%</b>

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**

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## PRINCIPAL INFORMATION

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

The process for administrative evaluation rests on matrixes for five general competencies, each with several descriptors. The competencies and descriptors were adapted from the national Interstate School Leasers Licensure Consortium Standards, which were designed by representatives from 32 educational agencies and 13 education administration associations and published in 1996. The competencies are: Promotes a Shared Vision for Learning, Provides Instructional Leadership, Establishes a Positive School Learning Environment, Develops Good Community Relations and Demonstrates Leadership Traits and Ethical Behavior. The terms used to describe the elements of the matrixes are: Competencies, Descriptors, Criteria and Ratings. Principals are evaluated by the Executive Directors of Elementary and Secondary Education on an annual basis and receive one of the following ratings for each descriptor: Distinguished, Proficient, Progressing and Not Meeting. Administrators receiving five or more ratings of Not Meeting on any final evaluation must be placed on a Plan of Assistance for the next evaluation cycle.

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

a. Principal Development? Yes

If the administrator receives 5 or more ratings of Not Meeting they are placed on a Plan of Assistance.

b. Principal Compensation? No

c. Principal Promotions? NA

d. Principal Retention and Removal? Yes

If an administrator receives any rating of Not Meeting in the next final evaluation after receiving 5 or more Not Meeting evaluations the consideration must be given to reassignment or dismissal of that administrator.

### 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 process for administrative evaluation rests on matrixes for five general competencies, each with several descriptors. The competencies and descriptors were adapted from the national Interstate School Leasers Licensure Consortium Standards, which were designed by representatives from 32 educational agencies and 13 education administration associations and published in 1996. The competencies are: Promotes a Shared Vision for Learning, Provides Instructional Leadership, Establishes a Positive School Learning Environment, Develops Good Community Relations and Demonstrates Leadership Traits and Ethical Behavior. The terms used to describe the elements of the matrixes are: Competencies, Descriptors, Criteria and Ratings. Principals are evaluated by the Executive Directors of Elementary and Secondary Education on an annual basis and receive one of the following ratings for each descriptor: Distinguished, Proficient, Progressing and Not Meeting. Administrators receiving five or more ratings of Not Meeting on any final evaluation must be placed on a Plan of Assistance for the next evaluation cycle.

### 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		22
Number Not Rated		
Total Number Employed		<u>22</u>

**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				Not Meeting	Progressing	Proficient	Distinguished	
Unsatisfactory/Satisfactory			Unsatisfactory	UNSATISFACTORY	Satisfactory	Satisfactory	Satisfactory	Satisfactory

<b>Totals</b>	<b>22</b>	<b>0 0%</b>	<b>22 100%</b>					
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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**