

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

GENERAL INFORMATION

LEA Name:

Altoona Area SD

AUN Number:

108070502

Address:

1415 6th Ave Altoona, PA 16602-2427

Name Superintendent or Chief School Administrator:

Dr. Dennis E. Murray

For Information Contact:

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Phone:

814-946-8423 or 814-946-8218

TEACHER INFORMATION

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

New teachers are observed by principals and/or assistant principals four times each year for three years. Principals complete the observation. The observation is scripted so that it provides objective, observable instructional activities that were verbalized by the teacher and students and witnessed by the observer. Included in the observation is the Setting which includes the classroom environment, number of students, adults in the classroom, as well as an examination of artifacts such as lesson plans with standards/anchors, the grade book, test files and materials/resources used with students. The next section of the observation form must include an objective narrative description of the lesson from beginning to the end. This section includes the motivation or introduction of the lesson, guided practice, independent practice and closure. Most observations note teacher's interaction with students including statements said by the teacher as well as students. The third section of the lesson includes pupil reaction which describes what students were doing during the lesson and student engagement. Each observation concludes with questions for the teacher about what was observed, a list of conference topics, identification of effective strategies, recommendations or suggestions and when appropriate, "Job Targets." Principals identify whether the observation was satisfactory or unsatisfactory or in need of improvement. Every observation is followed with a principal-teacher post observation conference. New teachers complete a Post-observation Form which is to be given to the principal at the conference.

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

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

If the teachers perform unsatisfactory, the teacher is placed on an Improvement Plan, and observed every 30 days until the end of the plan. If the teacher is still unsatisfactory, a second rating is given and the teacher is removed (as per contract). A temporary professional may be removed after one unsatisfactory rating. However, the Improvement Plan process is used to help the teacher.

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

- a. Student Achievement Outcomes? No
- b. Student Growth Data?

Principals review and track PSSA data. Although achievement data is not formally used as the criteria for commendable evaluations withing the four sub-categories, often principals will include achievement data as justification for giving teachers a "Commendable" in one of the four categories--usually this would be in Preparation, Technique of Pupil Reaction. Principals are required to provide anecdotal information whenever a "commendable" is given.

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- However, elementary principals used a rubric last year--not this year--when doing formal observations. The rubric was used along with objective anecdotal data when observing for the improvement of instruction. Secondary principals used objective anecdotal data when observing for the improvement of instruction.

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 509

Number Not Rated _____

Wright El Sch	21	0	0%	0	0%	0	0%	0	0%	0	0%	21	100 %
Washington-Jefferson El Sch	19	0	0%	0	0%	0	0%	0	0%	0	0%	19	100 %
Mowrie A Ebner El Sch	28	0	0%	0	0%	0	0%	0	0%	0	0%	28	100 %
Kimmel Alternative School	7	0	0%	0	0%	0	0%	0	0%	0	0%	7	100 %
Altoona Area Jr HS	133	0	0%	0	0%	0	0%	0	0%	0	0%	133	100 %
Totals	509	0	0%	509	100%								

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:

Evaluation of district principals is completed on the same form that is used for teachers. Principals are evaluated annually by the Assistant Superintendent in charge (elementary/secondary). Principals submit a School Report Card at the end of the year. This School Report Card includes goals that they set at the beginning of the school year. The form that is used for these goals includes the need for an action plan and primary goals revolve around student achievement. Other goals may address staff development, student safety, technology and other goals relevant to the needs of the school. Principals submit their School Report Card and then meet with the Assistant Superintendent to present the material and the work that they have accomplished. Principals identify future needs and also discuss problems that need continuous attention. Categories that are included in the evaluation: Personality, Preparation, Technique and Pupil Reaction. Principals also include in the Report Card a running account of student and teacher activities, attendance, discipline issue as well as student achievement.

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

a. Principal Development? Yes

Plans are developed for individual principals who may need extra help in an area such as observations, discipline, and decision-making.

bPrincipal Compensation? Yes

If a principal receives an unsatisfactory rating, he or she does not get any increase in salary.

c. Principal Promotions? No

d. Principal Retention and Removal? Yes

If a principal receives an unsatisfactory rating, he or she does not get any increase in salary. The principal is given a year to improve, if he or she does not, then he is not retained.

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

- a. Student Achievement Outcomes? No
- b. Student Growth Data? Yes

Student achievement is used along with other data when principals are evaluated. Data analysis of achievement is part of the role of principals.

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. No

Principals are given the same form that teachers are given. The evaluation is based on the many observations and reports that principals must do during and at the end of the school year.

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	Standard
Number Rated	12
Number Not Rated	_____
Total Number Employed	12

LEA Principal Evaluation Detail:

	Total Employed	Not Rated	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
	(Denominator)	(Numerator) %						
RatingTitle								
Unsatisfactory/Satisfactory			Unsatisfactory	NA	NA	NA	NA	Satisfactory
Totals	12	0 0%	12 100%					

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**