

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

GENERAL INFORMATION

LEA Name:

Antietam SD

AUN Number:

114060503

Address:

100 Antietam Rd Stony Ck Mills Reading, PA 19606-1018

Name Superintendent or Chief School Administrator:

Lawrence W. Mayes, Ed.D.

For Information Contact:

Lawrence W. Mayes, Ed.D.

Email:

lmayes@antietamsd.org

Phone:

610-779-0554

TEACHER INFORMATION

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

The district evaluates temporary professional staff 4 times per year: twice in the first semester and twice in the second semester primarily by the principal or supervisor. Professional staff is evaluated once each semester. The form that is used for both professional and temporary professional staff was created by the district using the 426 form as the format. Temporary Professional staff must meet with their evaluator prior to the observation for a pre-conference, and all staff meet following the observation for a post-observation conference. The temporary professional staff also gather evidence and data and turn this into their principal/supervisor twice per year to enable the completion of the 426 form. Once the 426 form has been completed, the evaluator (principal/supervisor) meets with the temporary professional staff to review the form and collected evidence. We use PDE 5501 for all tenured staff one time per school year, unless deemed necessary otherwise. While we do not specifically train evaluators, we collectively have agreed to the observation tools we use and meet regularly to assess supervision needs. We include supervisory suggestions/opportunities for reflections in all observations that in turn stimulate conversation and appropriate follow through on said suggestions or reflective thinking. These items guide teachers' professional growth.

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

a. Teacher Development? Yes

If classroom management appears to be an area that needs further development, the teacher will be encouraged to look for applicable workshops that may assist in his/her further development, likewise for other areas where weaknesses are assessed.

b. Teacher Compensation? No

N/A

c. Teacher Promotions? No

N/A

d. Teacher Retention and Removal? Yes

If a teacher receives an unsatisfactory evaluation in any area, he/she will meet with the principal to develop a plan to achieve success in the future for the teacher. This teacher will be closely monitored for improvement. If there are still areas where the teacher is struggling, he/she may be sent for professional development. If there still appears to be no progress at the next evaluation and another unsatisfactory evaluation is given, the future of the teacher may be jeopardized in this district.

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)? More than twice a year

b. Experienced Teachers (More than 3 Years)? 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

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

104

Number Not Rated

Total Number Employed

104

LEA Teacher Evaluations Detail:

Standard Evaluation System:

Building	Total Employed	Not Rated		Satisfactory		Unsatisfactory	
	(Denominator)	(Numerator)	%	(Numerator)	%	(Numerator)	%
Antietam MS/HS	51	0	0 %	51	100 %	0	0 %
Mt Penn El Sch	42	0	0 %	42	100 %	0	0 %
Mt Penn Primary Ctr	11	0	0 %	11	100 %	0	0 %
Totals	104	0	0 %	104	100 %	0	0 %

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**

PRINCIPAL INFORMATION

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

Principals are evaluated on an on-going basis throughout the year, with formal mid-year and end-of-year evaluations. The evaluation form is given to the principal during the spring of the school year and after completed by them, it is returned to me to complete the administrative evaluation. Areas of review include (I) Supervisory Responsibilities (15 points total); (II) Curriculum (21 points possible); (III) Financial Responsibility (18 points possible); (IV) Community and Board Relations (21 points possible); (V) Job Specifics for Principals (45 points possible); (VI) Goal Accomplishment (10 points possible); and (VII) Outstanding Accomplishments (10 points possible). All categories are rated on a "Needs/Meets/Exceeds" basis and are first self-scored by the principal, then reviewed with the superintendent one-on-one after the school year ends to discuss the evaluation and talk about goals for the upcoming year. Being that our district is a small one, I am able to be aware of the pulse of the buildings at all times.

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

a. Principal Development?

Yes

This is crucial to the success of our principals. Especially in the case of new principals, on-going professional development is a key aspect to their future growth.

bPrincipal Compensation? Yes

This is part of our evaluation summary (attached).

c. Principal Promotions? NA

d. Principal Retention and Removal? 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)? Twice a year

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 principal uses the evaluation form (attached). They first rate themselves based on a point system as follows: 1 - needs; 2 - meets; 3 - exceeds. After they have completed the self-rating, they meet with the superintendent, who also rates the principal based on the above point system.

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	3
Number Not Rated	_____
Total Number Employed	3

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					Satisfactory
Totals	*	* %	* %	* %	* %	* %	* %	* %

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