

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

GENERAL INFORMATION

LEA Name:

Athens Area SD

AUN Number:

117080503

Address:

204 Willow St Athens, PA 18810-1213

Name Superintendent or Chief School Administrator:

Douglas A. Ulkins

For Information Contact:

Jane E. Montague

Email:

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Phone:

570-888-7766

TEACHER INFORMATION

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

Each building principal is responsible for the evaluation of its faculty. Building principals conduct walk-thoroughs on a regular basis as an informal observation. Formally, new teachers are observed four times a year; experienced teachers, twice a year. (Experienced teachers have the option of opting out of a formal observation by submitting a differentiated plan.) The district revised its observation form beginning with the 2010-2011 school year (attached). After an observation, the principal conferences with the teacher to discuss the classroom visit. All teachers are evaluated using PDE approved form Athens-5501. New teachers are evaluated twice a year; experienced teachers are evaluated annually.

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

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

The district follows the PA Code and dismisses teachers who have accumulated two (2) consecutive unsatisfactory evaluations. After one unsatisfactory evaluation, the building principal develops an improvement plan and works with 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? No
N/A

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
N/A

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		181
Number Not Rated		
Total Number Employed		181

LEA Teacher Evaluations Detail:

Alternate Approved Evaluation System:

	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			Unsatisfactory					Satisfactory
Unsatisfactory/Satisfactory			Unsatisfactory					Satisfactory
Sheshequin-Ulster EI Sch	18	0 0%	0 0%	18 100%	0 0%	0 0%	0 0%	0 0%
Athens Area HS	47	0 0%	0 0%	47 100%	0 0%	0 0%	0 0%	0 0%
Gladys Burnham EI Sch	10	0 0%	0 0%	10 100%	0 0%	0 0%	0 0%	0 0%
Audrielle Lynch-Ellen Bustin EI	41	0 0%	1 2.4%	40 97.6%	0 0%	0 0%	0 0%	0 0%
Harriet Child EI Sch	8	0 0%	0 0%	8 100%	0 0%	0 0%	0 0%	0 0%
Harlan Rowe JHS	29	0 0%	0 0%	29 100%	0 0%	0 0%	0 0%	0 0%
S R U MS	28	0 0%	2 7.1%	26 92.9%	0 0%	0 0%	0 0%	0 0%
Totals	181	0 0%	3 1.7%	178 98.3%	0 0%	0 0%	0 0%	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:

The Superintendent is responsible for evaluating all principals. The Athens Area School District has developed its own evaluation form. Each principal is rated annually in the following areas: Visionary Leadership; Instructional Leadership; Management and Organizational Leadership, and Leader of Family/Community Partnerships. The rating system is Exception, Proficient, Basic, and Unsatisfactory. The Superintendent and principal meet to discuss the evaluation. This in-house rating form is then used to formally evaluate the principal using PDE approved form Athens-5501.

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

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

The district follows the PA Code and would dismiss a principal who has accumulated two (2) consecutive unsatisfactory evaluations. After one unsatisfactory evaluation, the superintendent would work closely with the principal to improvement performance.

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)? 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

The district evaluates principals using PDE approved form Athens-5501. The district has developed its own evaluation form (attached) that is used as part of the evaluation process.

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	5

Number Not Rated

Total Number Employed

5
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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			Unsatisfactory					Satisfactory

Totals	*	* %	* %	* %	* %	* %	* %	* %

Note: - 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**