

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

---

GENERAL INFORMATION

---

**LEA Name:**

Avella Area SD

**AUN Number:**

101630504

**Address:**

1000 Avella Rd Avella, PA 15312-2109

**Name Superintendent or Chief School Administrator:**

Dr. Wayde Killmeyer

**For Information Contact:**

Dr. Wayde Killmeyer

**Email:**

killmeyerw@avella.k12.pa.us

**Phone:**

724-356-2218

---

TEACHER INFORMATION

---

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

As stated above, the Avella Area School District utilizes the PDE 426 instrument for non-tenured teachers, and the PDE 5501 for tenured teachers. Non-tenured teachers receive two formal evaluations per year, while tenured teachers receive one. This configuration of evaluation is specified in the Collective Bargaining Agreement (CBA) between the District and the Avella Education Association, affiliated with PSEA. The CBA also specifies the number of formal evaluations. The teacher of each building is primarily responsible for evaluating the teachers in that building, although the superintendent may also evaluate teachers. These evaluations are used as the basis for granting tenure and/or extending employment. Unsatisfactory evaluations result in an action plan of professional development for the teacher involved. Satisfactory evaluations allow the teacher to move to the next salary step.

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

a. Teacher Development? Yes

If a teacher is found to be unsatisfactory in a particular area, then the administration may recommend and/or require professional development for that teacher above and beyond what is provided by the district.

b. Teacher Compensation? No

NA

c. Teacher Promotions? No

NA

d. Teacher Retention and Removal? Yes

If a teacher is found to be unsatisfactory in multiple semesters, then that teacher may be recommended for termination.

**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)? 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

**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 55

Number Not Rated

Total Number Employed 55

## LEA Teacher Evaluations Detail:

### Standard Evaluation System:

Building	Total Employed	Not Rated		Satisfactory		Unsatisfactory	
	(Denominator)	(Numerator)	%	(Numerator)	%	(Numerator)	%
Avella Area JSHS	26	0	0 %	26	100 %	0	0 %
Avella EI Center	29	0	0 %	29	100 %	0	0 %
<b>Totals</b>	<b>55</b>	<b>0</b>	<b>0 %</b>	<b>55</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 (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

## 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	
Avella Area JSHS	26	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	26	100 %
Avella EI Center	29	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	29	100 %

<b>Totals</b>	<b>55</b>	<b>0 0%</b>	<b>55 100%</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**

## PRINCIPAL INFORMATION

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

The evaluation of the principals in the Avella Area School District is carried out annually, using a form that is specified in the Act 93 Agreement. This form was developed jointly between the administration and the school board. It consists of 12 items that are evaluated on a scale from 1 to 5, with values ranging from "Unsatisfactory" (1) to "Outstanding" (5). The superintendent performs the evaluations and shares the results with the school board. Only overall results (Satisfactory or Unsatisfactory) are shared. The specific rating categories are discussed between the superintendent and the principal, along with plans for improvement, if any.

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

a. Principal Development? Yes

If a principal is rated as unsatisfactory in any category, then that principal may be required to undergo professional development in that area.

bPrincipal Compensation? Yes

Principals must be rated satisfactory for the year in order to receive the salary increase specified in their Act 93 Agreement.

c. Principal Promotions? No

NA

d. Principal Retention and Removal? No

NA

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

a. Student Achievement Outcomes?

b. Student Growth Data? No

NA

### 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

NA

**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	2
Number Not Rated	<hr/>
Total Number Employed	<hr/> <hr/>

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