

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

GENERAL INFORMATION

LEA Name:

Avon Grove SD

AUN Number:

124150503

Address:

375 S Jennersville Road West Grove, PA 19390-8401

Name Superintendent or Chief School Administrator:

Augustus J. Massaro, Ed.D.

For Information Contact:

Wendi Lee Foltz, Ed.D.

Email:

wfoltz@avongrove.org

Phone:

610-869-2441

TEACHER INFORMATION

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

The Avon Grove School District uses PDE forms 426 and 428 to evaluate teachers. These forms are based upon Charlotte Danielson's Framework for Teaching. The framework identifies aspects of a teacher's responsibilities documented through empirical studies and theoretical research as promoting improved student learning. Administrators conduct observations of teachers on both a semi-annual and annual basis. The Avon Grove School District does not use the evaluation system to inform salary decisions; however, unsatisfactory evaluations can lead to dismissal.

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

a. Teacher Development?

Yes

An unsatisfactory rating will result in the creation of an improvement plan.

b. Teacher Compensation? No

n/a

c. Teacher Promotions? No

n/a

d. Teacher Retention and Removal? Yes

An unsatisfactory rating will result in the creation of an improvement plan. Continued employment is contingent upon successful completion of the plan.

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

N/A

LEA Teacher Evaluations Summary:

Number Rated 312

Number Not Rated 23

Total Number Employed 335

LEA Teacher Evaluations Detail:

Standard Evaluation System:

Building	Total Employed	Not Rated		Satisfactory		Unsatisfactory	
	(Denominator)	(Numerator)	%	(Numerator)	%	(Numerator)	%
Avon Grove Intrmd Sch	58	6	10.3 %	52	89.7 %	0	0 %
Avon Grove HS	110	4	3.6 %	104	94.5 %	2	1.8 %
Fred S Engle MS	109	7	6.4 %	101	92.7 %	1	0.9 %
Penn London El Sch	58	6	10.3 %	52	89.7 %	0	0 %
Totals	335	23	6.9 %	309	92.2 %	3	0.9 %

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 Avon Grove School District evaluates principals annually using the process outlined on PDE form 5501, Professional Employee Rating Form. Principals receive a rating of satisfactory or unsatisfactory based upon four categories of Personality, Preparation, Technique, and Pupil Reaction. Additionally, principals set performance goals annually that are aligned to the District Strategic Plan. Progress on performance goals are reviewed on a quarterly basis resulting in an annual evaluation of progress at the conclusion of a given school year.

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

a. Principal Development? Yes

Each principal in our district has a personal professional development plan which includes feedback received during his/her annual performance evaluation.

bPrincipal Compensation? No

c. Principal Promotions? NA

d. Principal Retention and Removal? Yes

Principals receiving an unsatisfactory rating will be required to meet the conditions of an improvement plan.

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

- a. Student Achievement Outcomes? Yes
- b. Student Growth Data? Yes

Our District measures student achievement by comparing various assessment scores of students in a principal's building over time.

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

Does the LEA publicly report principal evaluation data by school?

- a. Yes or No? (Web link provided if applicable.) No

n/a

LEA Principal Evaluations Summary:

Rating System	Standard
Number Rated	4
Number Not Rated	_____
Total Number Employed	4

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	n/a	n/a	n/a	n/a	Satisfactory
Unsatisfactory/Satisfactory			Unsatisfactory	NA	NA	NA	NA	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