

Pennsylvania
Department of Education
Teacher and Principal Evaluation Information
Individual LEA Data
For the 2010-11 Rating Period

GENERAL INFORMATION

LEA Name:

Bethlehem AVTS

AUN Number:

120481107

Address:

3300 Chester Avenue Bethlehem, PA 18020-2870

Name Superintendent or Chief School Administrator:

Brian T. Williams

For Information Contact:

Dr. Irene Gavin

Email:

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Phone:

610-866-8013 ext 103

TEACHER INFORMATION

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

The School has in place a standard system for the proper observation and evaluation of our instructional faculty. We utilize the 5501 form rating criteria and the DEBE 333 summative evaluation forms within our process. The Supervisor of Curriculum and Principal of Instruction conduct the teacher observations and evaluations. The Executive Director signs off on these evaluations at the end of the school year. TPE's are observed and evaluated at least twice per year. PE's are observed and evaluated at least one time per year. All deficiencies are noted and addressed with performance improvement plans. If these plans are not addressed, an unsatisfactory rating will ensue and that rating also will contain specific improvements required to return to satisfactory ratings. We have in the past had teachers resign or be terminated due to unsatisfactory performance ratings. In most cases through our formative improvement system, and the efforts of our administrators to assist teachers, we have been able to correct deficiencies and move teachers back into satisfactory performance ratings.

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

a. Teacher Development? Yes

Yes. We examine patterns of improvements required in performance and establish professional development programs to meet those needs. Example: Lack of Student Response as a performance indicator will determine the need for more adequate assessment practices in the classroom.

b. Teacher Compensation? No

c. Teacher Promotions? No

d. Teacher Retention and Removal? Yes

Unsatisfactory performance ratings have in the past led to termination and/or resignation from employment.

Does the LEA teacher 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 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

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	41
Number Not Rated	0
Total Number Employed	<hr/> 41 <hr/> <hr/>

LEA Teacher Evaluations 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) %
Unsatisfactory/Satisfactory			Unsatisfactory					Satisfactory
Bethlehem AVTS	41	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	41 100%
Totals	41	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	41 100%

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:

We utilize a locally developed and Board approved tool to evaluate the Principals. The Executive Director meets in accordance with the Act 93 Agreement with each Administrator for a formative assessment of performance at the mid-year, and a second time near the end of the school year for a summative evaluation. Any needs improvement type performance plans are developed and relayed to the administrator at that point for the subsequent year. Accordingly, any unsatisfactory performance ratings are addressed according to proper performance improvements and/or legal process requirements.

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

a. Principal Development? Yes

We institute improvement plans for Principals in areas deemed to be less than proficient on their performance ratings.

b. Principal Compensation? Yes

Performance ratings drive percentage annual salary increases as defined in the employee group Agreement.

c. Principal Promotions? No

d. Principal Retention and Removal? No

Unsatisfactory Ratings will be brought before the Board for future employment considerations.

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)? 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. No

Does the LEA publicly report principal evaluation data by school?

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

Does your LEA have at least one Principal position? Yes

Does your LEA have at Standarized Principal Evaluation System? Yes

LEA Principal Evaluations Summary:

Number Rated	2
Number Not Rated	<u>0</u>
Total Number Employed	2
	<u><u> </u></u>

LEA Principal Evaluation Detail:

	Total Employed	Not Rated	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
	(Denominator)	(Numerator) %						
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