

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

GENERAL INFORMATION

LEA Name:

Columbia-Montour AVTS

AUN Number:

116191757

Address:

5050 Sweppenheiser Drive Bloomsburg, PA 17815-8920

Name Superintendent or Chief School Administrator:

William L. Forsythe, Jr.

For Information Contact:

Tracy Gillespie

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Phone:

(570) 784-8040

TEACHER INFORMATION

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

Teachers that atr non-tenured are formally evaluated twice a year and tenured teachers once a year by the following staff: Admin Director, Principal, Director of Student Services, Direct of Special Education. The observation form has been board approved and covers the following areas: Planning/Preparation, Classroom Mgmt, Communication, Student Response, and Instructional Methods. The evaluation process adheres to completing forms PDE-426-428.

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

a. Teacher Development?

Yes

In order to provide proper prof development, individual departments are reviewed to determine proper professional development needs

b. Teacher Compensation? Yes

Performance would determine tenure

c. Teacher Promotions? Yes

Determines tenure

d. Teacher Retention and Removal? Yes

If a teacher receives two unsatisfactory evaluatiuons back to back they could lose employment.

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

a. Student Achievement Outcomes? Yes

b. Student Growth Data? Yes

The results from PSSA, NOCTI and 4 sight assessments are reviewed and discussed with faculty. The results of the 4 sight test assessments are reviewed several times throughout the year in order to evaluate student preparedness for the upcoming PSSA test

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	45
Number Not Rated	0
Total Number Employed	45

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
Columbia-Montour AVTS	45	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	45 100 %
Totals	45	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	45 100 %

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 once a year with a tool approved by the JOC. It is unknown as to the research conducted before the tool was approved. The performance appraisal is divided into five areas: Superior, Exceeds Expectation, Meets Expectation, Marginal, Unsatisfactory. The areas that are rated are : Problem Analysis, Decisiveness, Leadership, Coping Skills, Organizational Ability, Supervision of Staff, Delegation, Sensivity, Educational Commitment, Communication, Personal Motivation, Reports, Professional Conduct, Public Relations.

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

a. Principal Development? Yes

All Administrators are encouraged to continue their education as well as their professional development through the PIL Program.

b Principal Compensation? Yes

Through satisfactory ratings administrators receive negotiated pay increases.

c. Principal Promotions? Yes

In the event any administrator would vacate employment, any properly certificated administrator seeking advancement within the organization would surely need satisfactory evaluations to do so.

d. Principal Retention and Removal? Yes

Continued employment and job advancement rests on satisfactory ratings.

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

a. Student Achievement Outcomes? Yes

b. Student Growth Data? Yes

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	Satisfactory	Satisfactory	Satisfactory	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