

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

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**GENERAL INFORMATION**

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**LEA Name:**

Cumberland-Perry AVTS

**AUN Number:**

115211657

**Address:**

110 Old Willow Mill Rd Mechanicsburg, PA 17050-1816

**Name Superintendent or Chief School Administrator:**

Dr. Mary Jane Gales

**For Information Contact:**

Mary Rodman

**Email:**

mrodman@cpavts.org

**Phone:**

717.697.0354, Ext. 105

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**TEACHER INFORMATION**

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

CPAVTS uses the PDE 5501 with the exception of the year in which the teacher is applying for Vocational II or Instructional II certification. When the teacher applies for the Vocational II or Instructional II certificate, the PDE-427 is used. Non-tenured teachers are evaluated once during the first semester and once during the second semester. Tenured teachers are evaluated once per year at the end of the year unless they are rated unsatisfactory. If a teacher is rated unsatisfactory, they would be rated again during the succeeding year in January at the conclusion of the performance improvement program put into practice as a result of the initial unsatisfactory evaluation. The performance improvement program is created with distinct objective activities and time lines for completion of the activities and the next evaluation period. The career and technical education teachers are evaluated by the administrative director. The academic teachers are evaluated by the principal. The bullets on the PDE 5501 serve as guidance for the evaluation. None of the categories are weighted but any significant deficiency in any category could serve as the basis for an unsatisfactory evaluation. The administrative director and principal have participated in one or more training programs and courses related to supervision and evaluation.

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

a. Teacher Development? Yes

Based on the needs of teachers, as identified in the evaluation process and other data collected throughout the school year, professional education activities are planned for the next school year.

b. Teacher Compensation? No

c. Teacher Promotions? Yes

Only a teacher with an evaluation that indicated performance at the satisfactory level or above would be considered for advancement to an administrative position. However, the JOC would make the final hiring determination based on a recommendation from the administrative director.

d. Teacher Retention and Removal? Yes

Based on the process identified in the Pennsylvania School Code, teachers who are rated unsatisfactory for two consecutive ratings would be recommended to the JOC for termination. Non-tenured teachers are considered for discontinuation of employment after one unsatisfactory evaluation. Both tenured and non-tenured teachers are afforded their due process rights throughout the dismissal process.

**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 33

Number Not Rated 0

Total Number Employed 33

**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
Cumberland-Perry AVTS	33	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	33 100%
<b>Totals</b>	<b>33</b>	<b>0 0%</b>	<b>0 0%</b>	<b>0 0%</b>	<b>0 0%</b>	<b>0 0%</b>	<b>0 0%</b>	<b>33 100%</b>

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**

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## PRINCIPAL INFORMATION

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

The principal is evaluated two times per year, once at the end December and once at the end of June. An evaluation instrument was developed in mutual cooperation between the principal and the administrative director. The criteria used for the evaluation instrument were adapted from the JOC approved job description for the position of principal. Some of the criteria are generic to all administrators (planning and organization, decision making, communication, human relations skills, administrative skills, fiscal and plant responsibilities, initiative and professional growth). Other criteria are job-specific (professional staff and instructional leadership, curriculum and program development, budget, student activities). The administrative director evaluates the principal. At the time of the evaluation, the principal and director have a dialog. If the principal disagrees with aspects of the evaluation, the principal has the option to request a principal's response be added to the evaluation instrument. This, however, does not change the rating. Any significant deficiency in any area may be cause for an unsatisfactory rating. Categories are not weighted. Any deficiencies noted in the evaluation would constitute the basis of the professional education. During the next evaluation, the status of the professional education would be noted under initiative and professional growth. Any deficiencies that continue from one evaluation to the next would be the basis for an unsatisfactory rating.

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

a. Principal Development? Yes

Areas of weakness or unsatisfactory performance as noted on the evaluation instrument would be the area for the required professional education plan developed for the principal. The professional education plan would be jointly developed and agreed to by the principal and administrative director.

b. Principal Compensation? Yes

CPAVTS has a merit pay system for administrators. Unsatisfactory performance merits no salary increase. Needs Improvement performance merits no salary increase. Satisfactory performance merits a 2 percent increase in salary. Commendable performance merits a 2.5 percent increase in salary.

c. Principal Promotions? No

Certification governs the opportunity for advancement for the most part at CPAVTS because CPAVTS employs only professional per position. There is only one principal, one position above the principal, and that position is the administrative director. The position of administrative director requires vocational director certification.

d. Principal Retention and Removal? Yes

A principal who performs unsatisfactorily on two consecutive evaluations would be recommended for termination to the JOC. A performance improvement plan would be implemented between the two evaluations.

**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	1
Number Not Rated	<u>0</u>
Total Number Employed	1
	<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) %	(Numerator) %	(Numerator) %	(Numerator) %	(Numerator) %	(Numerator) %	(Numerator) %
Unsatisfactory/Satisfactory			Unsatisfactory	Satisfactory	Satisfactory	Satisfactory		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