

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

GENERAL INFORMATION

LEA Name:

Aliquippa SD

AUN Number:

127040503

Address:

100 Harding Ave Aliquippa, PA 15001-3998

Name Superintendent or Chief School Administrator:

David A. Wytiaz

For Information Contact:

David A. Wytiaz

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Phone:

724-857-7500 Ext. 1100

TEACHER INFORMATION

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

Our district utilizes PDE forms 426 and 428 to evaluate our teachers. The PDE forms are based on the Danielson model of effective teaching and supporting research. We use the indicators on these forms to assist our principals as they evaluate the teachers during annual observations of Instructional II teachers and semi-annual observations of Instructional I teachers. Teachers who are identified as needing improvement are provided a one-on-one meeting with the principal to discuss the below standard indicators. The principal will again evaluate the teacher to determine improvement progress. If the teacher still has not satisfied desired performance indicators, an improvement plan will be developed. Continued unsatisfactory performance can lead to dismissal.

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

a. Teacher Development? Yes

Principals will report to superintendent consistent weaknesses that were observed. Administrative team formulates plan or corrective action. Engagement of students was the focus of 2009-2010.

b. Teacher Compensation? No

c. Teacher Promotions? No

d. Teacher Retention and Removal? Yes

An unfavorable evaluations results in a meeting with the teacher on a collaborative plan for improvement. Continued unsatisfactory performance can result in 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

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	99
Number Not Rated	2
Total Number Employed	<u>101</u>

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
Aliquippa JSHS	44	2 4.5 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	42 95.5 %
Aliquippa El Sch	57	0 0 %	1 1.8 %	0 0 %	0 0 %	0 0 %	0 0 %	56 98.2 %
Totals	101	2 2 %	1 1 %	0 0 %	0 0 %	0 0 %	0 0 %	98 97 %

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:

As of 2010-2011, the district has implemented an evaluation system. Principals identify three goals based upon student achievement, professional development needs of the building staff, including themselves, and district goals. The goals are mutually agreed upon with the superintendent. A mid-point review is conducted in January, which includes a report of progress to date in achieving goals. In June, the principals complete a self-reflective assessment based upon their goals and present self-reflection and evidence of completion of their goals to the superintendent. The Superintendent does the final evaluation. The Superintendent presents the information to the School Board for review and discussion of compensation.

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

a. Principal Development? Yes

Specific professional development programs are sought for the area of weakness.

b. Principal Compensation? No

c. Principal Promotions? Yes

A consistently sub-par evaluation will most certainly be a deterrent for any type of available promotion.

d. Principal Retention and Removal? No

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:

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