

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

GENERAL INFORMATION

LEA Name:

Allegheny Valley SD

AUN Number:

103020603

Address:

300 Pearl Ave Cheswick, PA 15024-1066

Name Superintendent or Chief School Administrator:

Cheryl A. Griffith, Ed.D.

For Information Contact:

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TEACHER INFORMATION

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

The Allegheny Valley School District uses the PDE 426 and 428 forms for professional staff summative evaluations. Building principals are responsible to complete the forms. Instructional I teachers are evaluated at least two times per school year where as Instructional II teachers are evaluated one time per year. Formative assessments are also used by the administrative staff. Evidence of instruction is gathered during walk-through observations. In addition, during the 2010-2011 school year, the Allegheny Valley School District piloted a Professional Growth Plan, a formative assessment that is based on the four Domains, 22 Components and 76 Elements of the Framework for Teaching: Enhancing Professional Practice by Charlotte Danielson and is closely aligned with the Pennsylvania Department of Education Teacher Evaluation Forms for Instructional Level I and II Teachers. Grounded in the work of J. Nolan and L. Hoover as described in their book, Teacher Supervision and Evaluation: Theory into Practice, the Professional Growth Plan supports teachers through the process of the 7 dimensions of supervision. The purpose of the Professional Growth Plan is to develop competent and proficient teachers at all levels of experience and to meet the individual learning needs of each teacher through a common, consistent system of differentiated supervision. Together, the teacher and building principal work collaboratively to promote professional growth, effective instructional practices and student achievement.

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

- a. Teacher Development? Yes

The Allegheny Valley School District Act 48 Committee is comprised of teacher representatives from each of the three buildings in the district and administrators. A yearly assessment of best practices in education and student achievement guides our professional development initiatives for each school year. For example, student PSSA assessment scores in reading have shown little growth or have remained level over the past few years. This data coupled with research in the field of teaching reading and skill development was used to identify specific areas of our reading instruction and delivery that required attention. Professional development activities beginning with June of 2011 have a K-12 focus on reading in the content area and skill development. The District has partnered with the Allegheny Intermediate Unit to provide guidance in this effort. All group and individual professional development activities for this school year are carefully planned and directly linked to the reading improvement initiative.

- b. Teacher Compensation? No

NA

- c. Teacher Promotions? Yes

The Allegheny Valley School District evaluates the performance history of all candidates for positions within the district. The goal for hiring is to find the best candidate possible to meet the needs of the position. Current employees are encouraged to apply for available positions with the understanding that satisfactory past performance is a minimum requirement.

- d. Teacher Retention and Removal? Yes

The Allegheny Valley School District retains teachers whose performance is satisfactory. Teachers who are rated unsatisfactory are placed on an improvement plan as outlined in School Board Policy.

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

- a. Student Achievement Outcomes? No

- b. Student Growth Data? No

NA

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

NA

Does the LEA publicly report teacher evaluation data by school?

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

NA

LEA Teacher Evaluations Summary:

Number Rated	92
Number Not Rated	1
Total Number Employed	<u>93</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
Acmetonia Primary Sch	21	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	21 100%
Springdale JSHS	47	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	47 100%
Colfax Upper EI Sch	25	1 4%	0 0%	0 0%	0 0%	0 0%	0 0%	24 96%
Totals	93	1 1.1%	0 0%	0 0%	0 0%	0 0%	0 0%	92 98.9%

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:

The Allegheny Valley School District evaluates its principals annually by the Superintendent using the Administrative Performance Assessment tool. The assessment measures principals' effectiveness in seven specific performance areas with a rating scale of Exceeds Expectations, Meets Expectations, Needs Improvement and Unsatisfactory.

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

- a. Principal Development? Yes

Each principal in the Allegheny Valley School District is responsible to identify at least two S.M.A.R.T.(Specific, Measurable, Achievable, Relevant and Timely) goals for the school year. These goals may be linked to their annual performance evaluation and/or district and building initiatives. Professional development needs coincide with their identified S.M.A.R.T. goals. Additionally, principals participate in NISLE courses, Communities of Learning and courses and workshops offered by local universities, The Allegheny Intermediate Unit and Math and Science Collaborative. Both goals and professional development plans are ultimately approved by the superintendent.

b. Principal Compensation? Yes

The Administrative Agreement outlines how principals will be compensated and is based on a rating scale that includes Exceeds Expectations, Meets Expectations, Needs Improvement, and Unsatisfactory. Percentage increases are linked to each rating.

c. Principal Promotions? Yes

Allegheny Valley School District promotes their employees when the opportunity presents itself. As with all candidates for positions within the District, employment history, achievements and effectiveness in performance are weighed and part of the criteria in a search for the best candidate.

d. Principal Retention and Removal? Yes

Principal performance evaluations provide valuable evidence of an administrators abilities to carry out their responsibilities. Principals who meet or exceed expectations are rewarded while struggling administrators are placed on an improvement plan.

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)? Annually

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. Yes

The Allegheny Valley School District evaluates its principals annually on eight specific areas of performance including: Relationship with the Superintendent and Administration, Educational Leadership, Business and Finance, Staff and Personnel Relationships, Student Responsibilities, Community Relationships, Professional Qualities and their own professional goals. The performance standards within these eight areas include Exceeds Expectations, Meets Expectations, Needs Improvement and Unsatisfactory.

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 Standardized Principal Evaluation System? Yes

LEA Principal Evaluations Summary:

Number Rated	4
Number Not Rated	<u>0</u>
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) %
Unsatisfactory/Satisfactory			Unsatisfactory			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