

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

GENERAL INFORMATION

LEA Name:

Allentown City SD

AUN Number:

121390302

Address:

31 S Penn Street PO Box 328 Allentown, PA 18105-0328

Name Superintendent or Chief School Administrator:

C. Russell Mayo, Ed. D

For Information Contact:

Rita D. Perez

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484-765-4231

TEACHER INFORMATION

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

Principals and assistant principals are responsible for the evaluation of teachers in their buildings. The evaluation protocols are based on Charlotte Danielson's Framework for Teaching and align with the Pennsylvania Department of Education's form PDE-428. New teachers are evaluated twice a year and tenured teachers are evaluated at least once a year. Classroom observations for new teachers occur at least twice a year and tenured teachers at least once every three years. The observation and evaluation forms are designed to allow for a description of the observation/evaluation, as well as a narrative describing areas of commendation and improvement. Principals and assistant principals evaluate teachers using the clinical supervision model. Announced and unannounced observations are conducted.

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

a. Teacher Development? Yes

Principals use the information to guide individual, grade level, content area and/or team professional development.

b. Teacher Compensation? No

c. Teacher Promotions? No

d. Teacher Retention and Removal? Yes

Performance evaluations are used to inform tenure decisions for pre-tenure teachers and the need for focused assistance for both pre-tenure and tenured teachers.

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)? Other

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. Yes

Charlotte Danielson's Framework for Teaching

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	1,086
Number Not Rated	347
Total Number Employed	1,433

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	Satisfactory	Satisfactory		Satisfactory
Central EI Sch	57	0 0%	1 1.8%	0 0%	0 0%	1 1.8%	0 0%	55 96.5%
Jackson EI Sch	*	* *%	* *%	* *%	* *%	* *%	* *%	* *%
Jefferson EI Sch	45	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	45 100%
Lehigh Park EI Sch	21	0 0%	1 4.8%	0 0%	0 0%	0 0%	0 0%	20 95.2%
McKinley EI Sch	21	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	21 100%
Midway Manor Early Chld Ctr	17	0 0%	0 0%	0 0%	1 5.9%	0 0%	0 0%	16 94.1%
Mosser EI Sch	46	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	46 100%
Muhlenberg EI Sch	38	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	38 100%
Ritter EI Sch	32	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	32 100%
Roosevelt EI Sch	45	0 0%	1 2.2%	0 0%	2 4.4%	0 0%	0 0%	42 93.3%
Hiram W Dodd EI Sch	47	0 0%	1 2.1%	0 0%	0 0%	2 4.3%	0 0%	44 93.6%
Washington EI Sch	37	0 0%	0 0%	0 0%	2 5.4%	0 0%	0 0%	35 94.6%
Itinerant/Not Rate	347	347 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Harrison-Morton MS	36	0 0%	0 0%	0 0%	1 2.8%	1 2.8%	0 0%	34 94.4%
Francis D Raub MS	33	0 0%	0 0%	0 0%	0 0%	1 3%	0 0%	32 97%
South Mountain MS	85	0 0%	1 1.2%	0 0%	0 0%	0 0%	0 0%	84 98.8%
William Allen HS	154	0 0%	0 0%	0 0%	0 0%	3 1.9%	0 0%	151 98.1%
Louis E Dieruff HS	113	0 0%	2 1.8%	0 0%	0 0%	2 1.8%	0 0%	109 96.5%
Trexler MS	74	0 0%	2 2.7%	0 0%	0 0%	0 0%	0 0%	72 97.3%
Sheridan EI Sch	41	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	41 100%
Cleveland EI Sch	23	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	23 100%
Lincoln Early Chld Ctr	23	0 0%	1 4.3%	0 0%	0 0%	0 0%	0 0%	22 95.7%
Luis A. Ramos EI Sch	50	0 0%	1 2%	0 0%	0 0%	0 0%	0 0%	49 98%
Union Terrace EI Sch	48	0 0%	1 2.1%	0 0%	0 0%	0 0%	0 0%	47 97.9%

Totals	1433	347 24.2 %	12 0.8 %	0 0 %	6 0.4 %	10 0.7 %	0 0 %	1058 73.8 %
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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:

The process for administrative evaluation rests on matrixes for five general competencies, each with several descriptors. The competencies and descriptors were adapted from the national Interstate School Leasers Licensure Consortium Standards, which were designed by representatives from 32 educational ageniceis and 13 education administration associations and published in 1996. The competencies are: Promotes a Shared Vision for Learning, Provides Instructional Leadership, Establishes a Positive School Learning Environment, Develops Good Community Relations and Demonstrates Leadership Traits and Ethical Behavior. The terms used to describe the elements of the matrixes are: Competencies, Descriptors, Criteria and Ratings. Principals are evaluated by the Executive Directors of Elementary and Secondary Education on an annual basis and recieve one of the following ratings for each descriptor: Distinguished, Proficient, Progressing and Not Meeting. Administrators receiving five or more ratings of Not Meeting on any final evaluation must be placed on a Plan of Assistance for the next evaluation cycle. Principals are rated by the Executive Director of Elementary or Secondary Education respectively. Principals are evaluated annually through a process of self-reflection and one-on-one meetings with their immediate supervisor.

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

a. Principal Development? Yes

Individual goals are set with principals based on needs identified in their evaluation.

b. Principal Compensation? No

c. Principal Promotions? No

d. Principal Retention and Removal? Yes

Principals in need of improvement are placed on focused assistance plans, provided with targeted professional development and provided on-going feedback regarding their progress and/or continued employment as an administrator within the school district.

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 process for administrative evaluation rests on matrixes for five general competencies, each with several descriptors. The competencies and descriptors were adapted from the national Interstate School Leaders Licensure Consortium Standards, which were designed by representatives from 32 educational agencies and 13 education administration associations and published in 1996. The competencies are: Promotes a Shared Vision for Learning, Provides Instructional Leadership, Establishes a Positive School Learning Environment, Develops Good Community Relations and Demonstrates Leadership Traits and Ethical Behavior. The terms used to describe the elements of the matrixes are: Competencies, Descriptors, Criteria and Ratings. Principals are evaluated by the Executive Directors of Elementary and Secondary Education on an annual basis and receive one of the following ratings for each descriptor: Distinguished, Proficient, Progressing and Not Meeting. Administrators receiving five or more ratings of Not Meeting on any final evaluation must be placed on a Plan of Assistance for the next evaluation cycle

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	21
Number Not Rated	<u>0</u>
Total Number Employed	21
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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	21	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	21 100%

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