

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:**

Antietam SD

**AUN Number:**

114060503

**Address:**

100 Antietam Rd Stony Ck Mills Reading, PA 19606-1018

**Name Superintendent or Chief School Administrator:**

Dr. Larry W. Mayes

**For Information Contact:**

Dr. Larry W. Mayes

**Email:**

lmayes@antietamsd.org

**Phone:**

610-779-0554

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TEACHER INFORMATION

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

Teachers are evaluated informally on an on-going basis. Formal observations are held four times/year for non-tenured teachers, and twice/year for tenured teachers. PDE-426 is used for non-tenured teachers only. Teachers are observed by either assistant principal, principal, or special education supervisor. After the formal evaluation is completed and presented to the teacher for discussion, it is signed and filed in the district office.

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

a. Teacher Development? Yes

If there is an area where it is felt that a teacher needs additional professional development, they may be required to attend training/workshop in that area.

- b. Teacher Compensation? No
- c. Teacher Promotions? No
- d. Teacher Retention and Removal? Yes

If a new teacher received an unsatisfactory evaluation, they will be closely monitored and mentored to help them achieve success. If there is no improvement, they may be recommended for 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)? More than twice a year
- b. Experienced Teachers (More than 3 Years)? Twice a year

**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	104
Number Not Rated	0
Total Number Employed	104

**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
Mt Penn Primary Ctr	11	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	11 100%
Mt Penn El Sch	41	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	41 100%
Antietam MS/HS	52	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	52 100%
<b>Totals</b>	<b>104</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>104 100%</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**

## PRINCIPAL INFORMATION

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

Principals are evaluated annually by the Superintendent of Schools in the areas of: (1) Supervisory responsibilities, (2) Curriculum, (3) Financial Responsibility, (4) Community and Board Relations, (5) General Responsibilities, (6) Job Specific Responsibilities, and (7) Goal Accomplishment. The evaluation is first completed as a self-evaluation by the principal, and upon completion, the principal meets with the Superintendent to complete the evaluation.

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

a. Principal Development? Yes

If there is a need for further professional development or technical training, administrators may be sent to workshops/trainings.

b. Principal Compensation? Yes

The result of the evaluation will warrant a needs improvement, satisfactory, or merit determination.

c. Principal Promotions? Yes

Our district is very small, and there are no administrative positions higher than principal except for the superintendent. If a principal is a qualified candidate, their evaluations would certainly be taken into consideration.

d. Principal Retention and Removal? Yes

If there are areas of weaknesses that show no improvement with professional development, results of performance evaluations may be taken into consideration for future employment.

### 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)? 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 rubric is first filled out as a self-evaluation by the principal. The principal then meets with the superintendent to discuss and have the superintendent fill out the evaluation.

**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	3
Number Not Rated	<u>0</u>
Total Number Employed	3
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**LEA Principal Evaluation Detail:**

	<b>Total Employed</b>	<b>Not Rated</b>	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>	<b>Level 4</b>	<b>Level 5</b>	<b>Level 6</b>
	<b>(Denominator)</b>	<b>(Numerator) %</b>						
Unsatisfactory/Satisfactory			Unsatisfactory					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