

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

GENERAL INFORMATION

LEA Name:

Avella Area SD

AUN Number:

101630504

Address:

1000 Avella Rd Avella, PA 15312-2109

Name Superintendent or Chief School Administrator:

Dr. Janell Logue-Belden

For Information Contact:

Mrs. Debbie Bentz

Email:

bentzd@avella.k12.pa.us

Phone:

724-356-2218

TEACHER INFORMATION

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

This will be our first year using the PDE 428 for tenured teachers. For the past 5 years, the PDE 426 had only been used for non-tenured teachers. The 426 was used twice per year for non-tenured and the DEBE 5501 was used once per year for tenured teachers. The evaluation incorporates classroom management, pupil involvement, instructional strategies and curriculum alignment. Each category has subcategories that are rated and observed such as not applicable, not observed and needs improvement.

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

a. Teacher Development?

No

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

If teacher scores an unsatisfactory the teacher is given an improvement plan. This plan is revisited and a decision is made to refer that teacher for retention or removal.

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	59
Number Not Rated	1
Total Number Employed	60

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
Avella EI Center	31	1 3.2 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	30 96.8 %
Avella Area JSHS	29	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	29 100 %
Totals	60	1 1.7 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	59 98.3 %

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 deducted , 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:

Each principal is evaluated by the superintendent at the end of each school year. They are rated on a series of items with the following scale: 1 being the lowest and 5 being the highest.

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

a. Principal Development? No

b. Principal Compensation? Yes

Per Act 93 agreement principal must score satisfactory to achieve their yearly raise in salary.

c. Principal Promotions? No

d. Principal Retention and Removal? Yes

Evaluation determines whether the principal is retained or removed

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

Each category is rated 1-5 with 5 being the best.

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	2
Number Not Rated	<u>0</u>
Total Number Employed	2

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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	Unsatisfactory	Satisfactory	Satisfactory	Satisfactory	Satisfactory
Totals	*	* %	* %	* %	* %	* %	* %	* %

Note: - 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