

Pennsylvania
Department of Education
Teacher and Principal Evaluation Information
Individual LEA Data
For the 2011-12 Rating Period

GENERAL INFORMATION

LEA Name:

Columbia-Montour AVTS

AUN Number:

116191757

Address:

5050 Sweppenheiser Drive Bloomsburg, PA, 17815-8920

Name Superintendent or Chief School Administrator:

William L. Forsythe, Jr.

For Information Contact:

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570-784-8040

TEACHER INFORMATION

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

Teachers that are non-tenured are formally evaluated twice a year and tenures teachers once a year by the following staff: Administrative Director, Principal, Director of Special Education, Director of Student Services. The observation form has been board approved and covers the 4 domain of the 426, 427, 428 PDE-approved forms.

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

a. Teacher Development? Yes

Teacher professional development opportunities are tied to Technical Assistance Program and individual departments (academically) as well as (technically) are decided through administration determination such as SAS training.

b. Teacher Compensation? Yes

Performance would determine tenure.

c. Teacher Promotions? Yes

Determines tenure.

d. Teacher Retention and Removal? Yes

If a teacher receives two unsatisfactory evaluations back to back termination could occur.

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

a. Student Achievement Outcomes? Yes

b. Student Growth Data? No

PSSA and NOCTI data and 4Sight results are reviewed and discussed with faculty. The 4sight assessments are reviewed several times throughout the year to evaluate student preparedness for upcoming PSSA testing. This has been replaced for the 2012-2013 school year with Keystone exams and new assessments for preparedness are the Classroom Diagnostic Tool assessment on SAS.

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	45
Number Not Rated	0
Total Number Employed	<hr/> 45 <hr/> <hr/>

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
Columbia-Montour AVTS	45	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	45 100%
Totals	45	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	45 100%

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 once a year with a tool approved by the JOC. It is unknown as to the research conducted before the tool was approved. The performance appraisal is divided into five areas: Superior, Exceeds Expectation, Meets Expectation, Marginal, Unsatisfactory. The areas that are rated are : Problem Analysis, Decisiveness, Leadership, Coping Skills, Organizational Ability, Supervision of Staff, Delegation, Sensivity, Educational Commitment, Communication, Personal Motivation, Reports, Professional Conduct, Public Relations.

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

a. Principal Development? Yes

All Administrators are encouraged to attend professional development to enhance their knowledge as well as improve all functions of the school.

b. Principal Compensation? Yes

Through satisfactory ratings administrators receive negotiated pay increases.

c. Principal Promotions? Yes

In the event any administrator would vacate employment, any properly certified administrator seeking advancement within the organization would surely need satisfactory evaluations to do so.

d. Principal Retention and Removal? Yes

Continued employment and job advancement rests on satisfactory ratings.

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

- a. Student Achievement Outcomes? Yes
- b. Student Growth Data? Yes

Accountability for improving PSSA scores and making AYP are scrutinized and determinations are made as to school improvement.

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

Principals are evaluated once a year with a tool approved by the JOC. It is unknown as to the research conducted before the tool was approved. The performance appraisal is divided into five areas: Superior, Exceeds Expectation, Meets Expectation, Marginal, Unsatisfactory. The areas that are rated are : Problem Analysis, Decisiveness, Leadership, Coping Skills, Organizational Ability, Supervision of Staff, Delegation, Sensivity, Educational Commitment, Communication, Personal Motivation, Reports, Professional Conduct, Public Relations.

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 Standarized Principal Evaluation System? Yes

LEA Principal Evaluations Summary:

Number Rated	1
Number Not Rated	<u>0</u>
Total Number Employed	<u><u>1</u></u>

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	Satisfactory	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**