

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

GENERAL INFORMATION

LEA Name:

Abington SD

AUN Number:

123460302

Address:

970 Highland Ave Abington, PA, 19001-4535

Name Superintendent or Chief School Administrator:

Dr. Amy Sichel

For Information Contact:

Susanne Alfonso

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Phone:

215-881-2509

TEACHER INFORMATION

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

Teacher Evaluation Rating Form, PDE approved June 1980 is utilized for the evaluation of all teachers at a minimum of once a year for professional employees and a minimum of twice a year for temporary professional employees and long term substitutes. Generally the principal is the primary evaluator of employees assigned to the school. Based on a rubric that reflects the Danielson Framework for Teaching, walk throughs are conducted by principals and administrators to identify specific areas of need related to planning and preparation, classroom environment, instruction, and professional responsibilities. Artifacts such as lesson plans, student work, etc. are reviewed. Formal observation(s) which are longer in duration precede the evaluation including a feedback conference. The performance of employees assigned to more than one building is observed by principals of the buildings served, with a single evaluation being produced. All written evaluations should be specific and balanced by containing statements of commendation, constructive suggestions for improvement, and expressions of need. All evaluations are supported by anecdotal records and observation reports substantiating the evaluation. The evaluation must be discussed with the employee within five (5) days of the final evaluation preceding the rating. All employees are given the opportunity to sign the rating. Should the employee refuse, that refusal is noted on the form. Upon issuing an "unsatisfactory" or needs improvement rating, the principal prepares an improvement plan listing specific suggestions for improvement so that the employee should be able to raise the evaluation to "satisfactory." If an employee disagrees with her/his evaluation, s/he may appeal their rating by submitting a written rebuttal.

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

a. Teacher Development? Yes

Based on the evaluation process, professional development opportunities such as technology, differentiated instruction, tiering etc. are scheduled with follow-up for teachers who need more development. Upon issuing a needs improvement or unsatisfactory rating, an improvement plan is developed which provides a detail listing of all the professional development an employee must complete and master to elevate to "satisfactory" performance.

b. Teacher Compensation? No

NA

c. Teacher Promotions? Yes

Teachers demonstrating outstanding performance are given opportunities on district committees, leadership responsibility, coaching, curriculum development, etc. to development and monitor potential advancement. Teachers with outstanding performance are considered over external applicants with similar qualifications for an administrative position. Teachers with poor performance evaluations are not considered for promotion to an administrative position.

d. Teacher Retention and Removal? Yes

Long term substitute teachers with poor performance are not rehired for the following year. Teachers with two consecutive unsatisfactory ratings are dismissed from employment.

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. Yes

A Guide to Qualities of Teachers Performance as listed in Superintendent's Administrative Procedure on Evaluation of Employees - Administrative and Professional is utilized focusing on the areas of teacher and instructional preparation; instructional and personal technique; pupil reaction; and teacher personality and personal qualities. In addition, a rubric based upon Danielson's Framework for Teaching is utilized to evaluate lessons seen through walk throughs and/or full class observations. This data is used to develop the teachers' evaluations.

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	546
Number Not Rated	0
Total Number Employed	546

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	NA	Unsatisfactory	NA	NA	Satisfactory
Copper Beech Sch	70	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	70 100 %
McKinley Sch	46	0 0 %	1 2.2 %	0 0 %	0 0 %	0 0 %	0 0 %	45 97.8 %
Willow Hill Sch	30	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	30 100 %
Abington JHS	128	0 0 %	0 0 %	0 0 %	2 1.6 %	0 0 %	0 0 %	126 98.4 %
Abington SHS	130	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	130 100 %
Roslyn Sch	34	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	34 100 %
Overlook Sch	33	0 0 %	0 0 %	0 0 %	1 3 %	0 0 %	0 0 %	32 97 %
Highland Sch	36	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	36 100 %
Rydal East Sch	39	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	39 100 %
Totals	546	0 0 %	1 0.2 %	0 0 %	3 0.5 %	0 0 %	0 0 %	542 99.3 %

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 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 Abington School District administrator evaluation form is completed minimally once a year by the Superintendent for each principal. The principals are numerically rated using a rubric (5 - Meritorious, 4 - Superior, 3 - Fully Satisfactory, 2 - Marginal, 1 - Unacceptable) in the areas of Improvement of Instruction; Student Achievement; Employee Supervision, Observation and Evaluation; Employee Development; Decision - Making; Judgment; Leadership; Organizational Management; Management of Physical Resources; Management of Financial Resources; Communications (oral and written); Professional Preparation; Personal Qualities; and General Level of Performance. All evaluations are supported by anecdotal records and reports that substantiate the evaluation, as well as, an evaluation of student performance using multiple measures including the PSSA, AYP, PVAAS, SAT, AP results, attendance, etc. and district assessments. Appropriate comments about performance elements indicating factors contributing to success or by indicating action to be taken to improve the level of success are added. A conference between each principal and the superintendent is held. During that conference, key areas of achievement to be assessed are identified and annual goals are established. These areas of focus are reflected by a significant and representative portion of the work performed by and/or the skills required of the principal. Specific standards of performance, which are dictated by the goals established, are set at that time. A Progress Conference is held during the months of December - February to review performance relative to elements of evaluation and the goals established. New standards of accomplishment or additional tasks are established at the progress conference to help ensure that continuous improvement is ongoing, and that standards and goals are ultimately met.

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

a. Principal Development? Yes

Areas of focus and goals from the evaluation dictate professional development needs. With an unsatisfactory rating, an improvement plan is created detailing the professional development required to elevate to "satisfactory" performance.

b. Principal Compensation? Yes

Evaluation process will include a performance objective review and compensation will be increased to reflect attainment. A .70 percent salary increase will be added to a principal's compensation for receiving a Superior or Meritorious on the Evaluation.

c. Principal Promotions? Yes

Principals with poor performance evaluations are not considered for promotion. Principals with outstanding performance are considered over external applicants with similar qualifications.

d. Principal Retention and Removal? Yes

Principals with two consecutive unsatisfactory ratings are dismissed from employment.

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

a. Student Achievement Outcomes? Yes

b. Student Growth Data? Yes

Principals develop performance objectives congruent with district-wide initiatives using the Pennsylvania "Getting Results" plan format designed to improve student achievement. Principals are held accountable to monitor student achievement; analyze and understand test data; utilize evaluation techniques appropriate to educational objective; review grade distribution; review teacher tests and other means of student assessment; take appropriate action if student performance is inconsistent with abilities and take appropriate action to ensure that teacher assessment of student performance is consistent with student aptitude and output.

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

5 - Meritorious, 4 - Superior, 3 - Fully Satisfactory, 2 - Marginal, 1 - Unacceptable

Does the LEA publicly report principal evaluation data by school?

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

NA

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	9
Number Not Rated	<u>0</u>
Total Number Employed	<u>9</u>

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	NA	Satisfactory
Totals	9	0 0%	0 0%	0 0%	0 0%	1 11.1%	0 0%	8 88.9%

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