

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

GENERAL INFORMATION

LEA Name:

Allegheny Valley SD

AUN Number:

103020603

Address:

300 Pearl Ave Cheswick, PA, 15024-1066

Name Superintendent or Chief School Administrator:

Dr. Cheryl A. Griffith

For Information Contact:

Dr. Janice E. Nuzzo

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Phone:

5119

TEACHER INFORMATION

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

Principals are responsible for the direct supervision and evaluation of all teachers by applying the research and tools that appear in the Allegheny Valley School District Professional Growth Plan. The Plan is based on the four domains, 22 components and 76 elements of the Framework for Teaching: Enhancing Professional Practice by Charlotte Danielson and closely aligned with the PDE Teacher Evaluation forms (426, 427 & 428) for Instructional Level I & II teachers. These forms are part of the formal practice in completing summative evaluations for all teachers. The District recognizes, too, that the Professional Growth Plan is a continuous process designed to improve teaching and learning with the ultimate goal of enhancing student achievement. The Allegheny Valley School District supports both formative and summative assessment practices designed to guide new teachers, to affirm and challenge experienced teachers and to direct and assist struggling teachers. Principals, other academic administrators and teachers participated in the PDE Teacher Evaluation Pilot II and are currently preparing to experience Pilot III.

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

a. Teacher Development? Yes

The differentiated teacher supervision/performance assessment model includes an individual professional growth plan with a focus on goal setting, including professional development.

b. Teacher Compensation? No

c. Teacher Promotions? Yes

Teacher performance assessment data is considered in the decision-making process for assignment changes.

d. Teacher Retention and Removal? Yes

All teachers are expected to perform at a satisfactory level, minimally, and meet the local and state criteria for continuing 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)? More than 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	88
Number Not Rated	0
Total Number Employed	<hr/> 88 <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
Acmetonia Primary Sch	22	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	22 100 %
Springdale JSHS	47	0 0 %	1 2.1 %	0 0 %	0 0 %	0 0 %	0 0 %	46 97.9 %
Colfax Upper EI Sch	19	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	19 100 %
Totals	88	0 0 %	1 1.1 %	0 0 %	0 0 %	0 0 %	0 0 %	87 98.9 %

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 superintendent is responsible for assessing the performance of all principals. Each overall performance appraisal is focused on job description responsibilities, effective administrator skills (based on the PDE certification requirements for principals and best practices) as well as specific, individual annual goals. Supervision and performance assessment is both formative and summative through weekly interactions that allow for engagement that is reflective and critical. In addition, there are three formal conferences each year and informal conferences scheduled as needed.

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

a. Principal Development? Yes

A personalized professional development plan is created collaboratively each year.

b. Principal Compensation? Yes

There is opportunity for a bonus that is based on extraordinary goal attainment. Given the financial situation in these economic times, principals all received the same minimal increase for performance on their respective position descriptions, skill set and goals.

c. Principal Promotions? Yes

Performance assessment data influences the decision-making process for principal assignment.

d. Principal Retention and Removal? Yes

Each principal is expected to achieve at least at a satisfactory level of performance.

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. No

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	4
Number Not Rated	<u>0</u>
Total Number Employed	<u><u>4</u></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					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