

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

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**GENERAL INFORMATION**

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**LEA Name:**

Allentown City SD

**AUN Number:**

121390302

**Address:**

31 S Penn Street, PO Box 328 Allentown, PA, 18105-0328

**Name Superintendent or Chief School Administrator:**

Dr. C. Russell Mayo

**For Information Contact:**

Dr. Tina M. Belardi

**Email:**

belardit@allentownsd.org

**Phone:**

484-765-4096

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**TEACHER INFORMATION**

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

The observations and ratings include a minimum of 1 formal unannounced evaluation with post conference for a minimum of one-third of the Professional educators. All Professional educators will be observed for the purpose of evaluation minimally every three years. Principals, administrators and supervisors may conduct unannounced evaluations with post-conference as applicable and as needed. Educators will be rated yearly in accordance with Section 351.24 of Pennsylvania School Code. The evaluation system ASD uses is based on Charlotte Danielson's framework for instruction. Post conferences are conducted within 5 days of the observation. Principals gather data to inform professional development decisions. Unsatisfactory evaluations are submitted to the Human Resource department to determine Focused Assistance Plans and continuation of employment.

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

a. Teacher Development? Yes

Principals use their evaluation data to inform their school improvement plans.

b. Teacher Compensation? No

c. Teacher Promotions? Yes

ASD is partnered with Lehigh University for the Allentown Principal Leadership initiative mentoring teacher leaders to become administrators.

d. Teacher Retention and Removal? Yes

Teachers may be put on a focused assistance if they receive 2 unsatisfactory ratings which could lead to termination with no improvement.

**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)? Every other 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	963
Number Not Rated	202
Total Number Employed	<hr/> 1,165 <hr/> <hr/>

**LEA Teacher Evaluations Detail:**



<b>Totals</b>	<b>1165</b>	<b>202 17.3 %</b>	<b>9 0.8 %</b>	<b>0 0 %</b>	<b>0 0 %</b>	<b>0 0 %</b>	<b>0 0 %</b>	<b>954 81.9 %</b>
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Note: - All Building percentages are the result of dividing the number of ratings at each level (Numberator) by the building total (Denominator)

- 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**

## PRINCIPAL INFORMATION

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

An annual evaluation cycle begins July 1 and ends June 30th. The process for administrative evaluation rest on a matrix with 5 general competencies. Principals are evaluated annually by Executive Directors of Elementary and Secondary Education. Each principal attends a feedback meeting after the evaluation is completed with their supervisor.

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

a. Principal Development? Yes

District office administration reviews evaluations and bases professional development on needs.

b. Principal Compensation? Yes

If a principal receives an unsatisfactory evaluation, they will not receive the yearly salary advancement

c. Principal Promotions? Yes

Principal leaders have opportunities to move forward on the career ladder.

d. Principal Retention and Removal? Yes

If a principals receives 1 unsatisfactory evaluation they are placed on a progressive discipline plan which could include removal or demotion with no improvement.

### 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

The Process for Administrative Evaluation rests on a matrix with five general competencies, each with several descriptors. The competencies are Promotes a shared vision for learning; provides instructional leadership; establishes a positive school learning environment; develops good community relations; demonstrates leadership traits and ethical behavior.

**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	21
Number Not Rated	<u>0</u>
Total Number Employed	<u><u>21</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	Satisfactory	Satisfactory		Satisfactory
<b>Totals</b>	<b>21</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>21 100%</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