

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:**

Annville-Cleona SD

**AUN Number:**

113380303

**Address:**

520 S White Oak St Annville, PA, 17003-2200

**Name Superintendent or Chief School Administrator:**

Dr. Steven E. Houser

**For Information Contact:**

Andrea Flocken

**Email:**

aflocken@acschools.org

**Phone:**

717-867-7604

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TEACHER INFORMATION

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

PDE forms 426, 427 & 428 are utilized to evaluate teachers. Non-tenured staff members are evaluated at least three times per year by a direct supervisor and a central office staff person. Tenured teachers are observed formally at least once per year. Supervisors gather data via walkthrough observations, classroom visits and formal observations to provide documentation for mid-year and end-of-year evaluations.

**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 a teacher is rated as unsatisfactory for two consecutive evaluations, the employee may be recommended for removal from position.

**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	103
Number Not Rated	0
Total Number Employed	<hr/> 103 <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
Annville-Cleona MS	15	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	15 100%
Annville Cleona HS	41	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	41 100%
Annville EI Sch	28	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	28 100%
Cleona EI Sch	19	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	19 100%
<b>Totals</b>	<b>103</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>103 100%</b>

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:

Building principals are evaluated twice per year by the Superintendent on an evaluation form created based on the board approved job description for each position. The evaluation form has three distinct ratings for each category including (EE)exceeds expectations, (ME) meets expectations, and (DNME) did not meet minimum requirements. An overall rating on this section of the evaluation is calculated based on the number of (EE) received. At least 50% (EE) must be received in order to be considered Exceeding Expectation overall in this section. Administrators are also evaluated based on their goals set for the year. Goals must be achieved at 100% completion in order to be considered Exceeding Expectation for this section. Principals in need of assistance toward improvement are placed on improvement plans and provided appropriate professional development, guidance and mentoring.

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

- a. Principal Development? No
- b. Principal Compensation? No
- c. Principal Promotions? No
- d. Principal Retention and Removal? No

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

- a. Student Achievement Outcomes? No
- b. Student Growth Data? No



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
<b>Totals</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