

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

GENERAL INFORMATION

LEA Name:

Antietam SD

AUN Number:

114060503

Address:

100 Antietam Rd Stony Ck Mills Reading, PA, 19606-1018

Name Superintendent or Chief School Administrator:

Dr. Larry W. Mayes

For Information Contact:

Dr. Larry W. Mayes

Email:

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Phone:

610-779-0554

TEACHER INFORMATION

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

Teachers are observed and evaluated on the following areas: Planning and Preparation, Classroom Environment, Instructional Delivery, and Professionalism. There are a series of items in each area that are evaluated, and overall positive observations and supervisory suggestions are noted for each area. Non-tenured teachers are evaluated 4 times per year by either their supervisor (principal or assistant principal). Special education teachers are evaluated in addition by their supervisor (Special Education Supervisor). Tenured teachers are evaluated twice a year.

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

a. Teacher Development?

Yes

I.E., If classroom management is an issue, a teacher may be sent to a workshop dealing with that topic.

- b. Teacher Compensation? No
- c. Teacher Promotions? No
- d. Teacher Retention and Removal? Yes

If a new teacher received an unsatisfactory evaluation, they will be closely monitored and mentored to help them achieve success. If there is no improvement, they may be recommended for termination.

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)? Twice a 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	99
Number Not Rated	0
Total Number Employed	<hr/> 99 <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
Mt Penn Primary Ctr	11	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	11 100%
Mt Penn El Sch	39	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	39 100%
Antietam MS/HS	49	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	49 100%
Totals	99	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	99 100%

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 annually by the Superintendent of Schools in the areas of: (1) Supervisory responsibilities, (2) Curriculum, (3) Financial Responsibility, (4) Community and Board Relations, (5) General Responsibilities, (6) Job Specific Responsibilities, and (7) Goal Accomplishment. The evaluation is first completed as a self-evaluation by the principal, and upon completion, the principal meets with the Superintendent to complete the evaluation.

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

a. Principal Development? Yes

If an individual is found to be weak in one of the areas of their job responsibilities, they may be recommended to attend professional development in that area.

b. Principal Compensation? Yes

The evaluation is based on a point system. Total points earned based on the total number of points possible determines their rating/compensation. Rating of 100% = base index + 1% merit; Rating of 50% = base index; rating of 0% = no increase. A linear interpolation is used to calculate increases.

c. Principal Promotions? Yes

If an individual excels in all areas of his position, he will be considered for promotion if the situation arises.

d. Principal Retention and Removal? Yes

If an individual is struggling in areas, a plan of remediation is established. If there continues to be no improvement, the individual may be subject to removal.

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

Based on consistently (2.0 pts), frequently (1.5 pts), occasionally (1.0 pts), seldom (0.5 pts), rarely (0 pts)

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	3
Number Not Rated	<u>0</u>
Total Number Employed	<u><u>3</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 (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**