Lea Name: Avella Area SD

AUN Number: 101630504

Address: 1000 Avella Rd Avella, PA, 15312-2109

Name Superintendent or Chief School Administrator: Dr. Janell Logue-Belden

For Information Contact: Mrs. Debbie Bentz

Email: logue-beldenj@avella.k12.pa.us

Phone: 724-356-2218

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

General Information

Teacher Information

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

Non-tenured teachers receive 2 evaluations per year. These evaluations are completed using the PDE 426. The model of evaluation is based on Charlotte Danieleston's research in teacher evaluation. Tenured teachers are evaluated once per year using the PDE 428.

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

The information in the evaluation and any other anecdotal information provide evidence to an unsatisfactory rating which can lead to 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)? 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:

<table>
<thead>
<tr>
<th>Number Rated</th>
<th>54</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number Not Rated</td>
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</tr>
<tr>
<td>Total Number Employed</td>
<td>54</td>
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LEA Teacher Evaluations Detail:
<table>
<thead>
<tr>
<th>Building</th>
<th>Total Employed</th>
<th>Not Rated</th>
<th>Level 1</th>
<th>Level 2</th>
<th>Level 3</th>
<th>Level 4</th>
<th>Level 5</th>
<th>Level 6</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>(Denominator)</td>
<td>(Numerator)</td>
<td>%</td>
<td>(Numerator)</td>
<td>%</td>
<td>(Numerator)</td>
<td>%</td>
<td>(Numerator)</td>
</tr>
<tr>
<td>Unsatisfactory/Satisfactory</td>
<td></td>
<td>Unsatisfactory</td>
<td></td>
<td>Satisfactory</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Avella El Center</td>
<td>26</td>
<td>0 0 %</td>
<td>0 0 %</td>
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<tr>
<td>Avella Area JSHS</td>
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<td>0 0 %</td>
<td>0 0 %</td>
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<td>0 0 %</td>
<td>0 0 %</td>
<td>0 0 %</td>
<td>28 100 %</td>
</tr>
<tr>
<td>Totals</td>
<td>54</td>
<td>0 0 %</td>
<td>0 0 %</td>
<td>0 0 %</td>
<td>0 0 %</td>
<td>0 0 %</td>
<td>0 0 %</td>
<td>54 100 %</td>
</tr>
</tbody>
</table>

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 principal evaluation is based on the Act 93 agreement. The tool that is used for evaluation was developed before I became superintendent and is based on leadership standards. The superintendent evaluates the principals twice per year. The training for evaluating principals was received through the superintendent's educational degree.

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

- Principal Development? No
- Principal Compensation? Yes
  - If the principal receives a satisfactory they get their 2% raise
- Principal Promotions? No
  - N/A
- Principal Retention and Removal? No
  - If the principal receives two consecutive unsatisfactories they are terminated

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

- Student Achievement Outcomes? No
- Student Growth Data? No
  - N/A
How often does the LEA formally evaluate:

a. New Principals (Less than 3 Years)? Twice a year
b. Experienced Principals (More than 3 Years)? Twice a year

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:

<table>
<thead>
<tr>
<th>Number Rated</th>
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</thead>
<tbody>
<tr>
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</tr>
<tr>
<td>Total Number Employed</td>
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### LEA Principal Evaluation Detail:

<table>
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<th>Total Employed</th>
<th>Not Rated</th>
<th>Level 1</th>
<th>Level 2</th>
<th>Level 3</th>
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<td>(Numerator) %</td>
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<tr>
<td>Unsatisfactory/Satisfactory</td>
<td>*</td>
<td>* %</td>
<td>Unsatisfactory</td>
<td>NA</td>
<td>Unsatisfactory</td>
<td>Satisfactory</td>
<td>Satisfactory</td>
</tr>
<tr>
<td>Totals</td>
<td>*</td>
<td>* %</td>
<td>* %</td>
<td>* %</td>
<td>* %</td>
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</tr>
</tbody>
</table>

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 cannot 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.