

Pennsylvania  
Department of Education  
Teacher and Principal Evaluation Information  
Individual LEA Data  
For the 2012-13 Rating Period

GENERAL INFORMATION

**LEA Name:**

Columbia-Montour AVTS

**AUN Number:**

116191757

**Address:**

5050 Sweppenheiser Drive Bloomsburg, PA 17815

**Name Superintendent or Chief School Administrator:**

William L. Forsythe, Jr.

**For Information Contact:**

William L. Forsythe, Jr.

**Email:**

wforsythe@cmvt.us

**Phone:**

570-784-8040

TEACHER INFORMATION

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

CMAVTS will be using the evaluation process required by the Pennsylvania Department of Education. The Danielson Framework will be utilized and well as a Differentiated Supervision Plan.

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

a. Teacher Development? Yes

Professional development for individual teachers and departments are now focused on student achievement and instruction.

b. Teacher Compensation? Yes

Depending on evaluation results teacher compensation could be affected.

c. Teacher Promotions? Yes

Depending on evaluation results teacher compensation could be affected.

d. Teacher Retention and Removal? Yes

Depending on evaluation results teacher employment could be affected.

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

a. Student Achievement Outcomes? Yes

b. Student Growth Data? Yes

The results from Classroom Diagnostic Tests, Keystone Exams for Alg I, Biology, Literature, and NOCTI are collected and distributed to either data teams and individual teachers to review and evaluate the data and determine areas needed for improvement either through curriculum alignment as well as instruction.

**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	48
Number Not Rated	0
Total Number Employed	<hr/> 48 <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
Columbia-Montour AVTS	48	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	48 100%
<b>Totals</b>	<b>48</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>48 100%</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:

Principal is new and will be evaluated two times this year. It is as to the reseach for this evaluation tool. The performance area is broken into five areas listed above for rating. Areas rated are: Problem Analysis, Decisiveness, Leadership, Coping Skills, Organizational Ability, Supervision, Delegation, Sensitivity, Educational Commitment, Communication, Personal Motivation, Reports, Professional Conduct, Public Relations.

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

a. Principal Development?

Yes

All administrators are encouraged to continue thei education and professional development to improve student achievement and educator effectiveness.

b. Principal Compensation?

Yes

Satisfactory evaluation will provide negotiated pay raises per the Act 93 agreement. Conversely, receipt of an unsatisfactory rating would retard any monetary compensation or growth.

c. Principal Promotions?

Yes

Advancement and employment are contingent on a satisfactory rating.

d. Principal Retention and Removal?

Yes

Same as above.

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

a. Student Achievement Outcomes?

Yes

b. Student Growth Data?

Yes

In preparation of the upcoming Educator Effectivenes evaluation process we will begin to use data to improve curriculum and instruction. Regarding school accountability and measurement all data will now be scrutinized and reviewed to improve student achievement.

### How often does the LEA formally evaluate:

- a. New Principals (Less than 3 Years)? Twice a year
- 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

CMAVTS has a administrative performance appraisal which rates administrators in several areas, examples, Problem Analysis, Decisivness, Leadership, Coping Skills, and many others.

**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	1	
Number Not Rated	<u>0</u>	
Total Number Employed	<u>1</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		Unsatisfactory		Satisfactory		Satisfactory		Satisfactory		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

