

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

GENERAL INFORMATION

LEA Name:

Cumberland-Perry AVTS

AUN Number:

115211657

Address:

110 Old Willow Mill Rd Mechanicsburg, PA 17050

Name Superintendent or Chief School Administrator:

Cindy Mortzfeldt

For Information Contact:

Justin Bruhn

Email:

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Phone:

717-697-0354

TEACHER INFORMATION

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

Formal Observations 4x per year for untenured teachers, 2x per year for tenured teachers performed by certificated administrators using PDE teacher evaluation rubric. Walkthroughs performed by certificated administrators using selected parts of teacher evaluation rubric. Lesson plans reviewed by certificated administrators using locally developed rubric. Administrators have been trained in the use of the teacher evaluation rubric.

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

Teaching performance concerns are documented on the teacher rating form (formerly PDE 5501 and, moving forward, using the new Teacher Rating Form).

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 | 32 |
| Number Not Rated | 0 |
| Total Number Employed | <u>32</u> |

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 |

| | | | | | | | | | |
|-----------------------|-----------|-------------|-------------|-------------|-------------|-------------|-------------|-----------|--------------|
| Cumberland Perry AVTS | 32 | 0 0% | 0 0% | 0 0% | 0 0% | 0 0% | 0 0% | 32 | 100 % |
| Totals | 32 | 0 0% | 32 | 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 deducted , 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:

each principal has items in their job description that are within their area of responsibility. The Director makes professional judgements as to the effectiveness of the completion and attention to these items.

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

- a. Principal Development? No
- b. Principal Compensation? Yes
Raises are dependent upon a satisfactory rating.
- 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

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? No

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

