

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

GENERAL INFORMATION

LEA Name:

Abington Heights SD

AUN Number:

119350303

Address:

200 E Grove St Clarks Summit, PA 18411

Name Superintendent or Chief School Administrator:

Michael Mahon

For Information Contact:

Penny Ciskowski

Email:

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Phone:

570-585-8261

TEACHER INFORMATION

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

Our district uses PDE forms 426 and 428 to evaluate our teachers. The PDE forms are based on the Danielson model of effective teaching and supporting research. We use the indicators on these forms to help our principals as they evaluate the teachers during annual observation of Instructional II teachers and semi-annual observations of Instructional I teachers. Teachers who are identified as needing improvement are observed monthly with intense coaching between observations. Training is provided to our entire staff including both teachers and principals as part of our Act 48 In-service programs. Program are developed and offered by personnel from agencies such as our district administrators, our intermediate unit, PaTTAN and other approved Act 48 providers. Additional individual professional development is available for teachers who are found to need improvement through the observation process. The training heavily emphasizes how teachers can use student achievement to inform instruction. Our district does not use the evaluation system to inform salary decisions however unsatisfactory evaluation can lead to dismissal.

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

a. Teacher Development? Yes

Teachers are evaluated informally against the criteria outlined in our Professional Staff Evaluation Forms (PDE 426, 428) on an ongoing basis throughout the year. In all instances in which a teacher's performance is discovered to be unsatisfactory for the moment, and/or heading toward a report of unsatisfactory on the PDE 426/428 (semi-annual or annual report), the principal develops a professional development plan. Such plans itemize the specific criteria against which the teacher's performance is inadequate, and offer suggestions and resources that the teacher might use to improve performance. Throughout the term of the Improvement Plan, periodic class visits by building and central office administration are employed to gather data used to provide ongoing feedback to the teacher, and to arrive at a final determination as to satisfaction with professional performance.

b. Teacher Compensation? No

c. Teacher Promotions? No

d. Teacher Retention and Removal? Yes

Abington Heights School District follows the Pa Code and dismisses teachers who have accumulated two consecutive unsatisfactory evaluations.

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	231
Number Not Rated	9
Total Number Employed	<hr/> 240 <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
Clarks Summit EI Sch	28	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	28 100 %
Abington Heights MS	72	4 5.6 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	68 94.4 %
South Abington Sch	18	2 11.1 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	16 88.9 %
Abington Heights HS	84	1 1.2 %	1 1.2 %	0 0 %	0 0 %	0 0 %	0 0 %	82 97.6 %
Newton-Ransom Sch	20	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	20 100 %
Waverly Sch	18	2 11.1 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	16 88.9 %
Totals	240	9 3.8 %	1 0.4 %	0 0 %	0 0 %	0 0 %	0 0 %	230 95.8 %

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 assistant superintendent evaluates principals, with whom he meets en masse every 2 weeks. In addition to these bi-monthly meetings, the assistant superintendent makes use of daily conversations with building principals and periodic building visits as sources of information to include in arriving at evaluative decisions. To the extent that there is any indication of a developing performance issue, the issue is addressed immediately – through a Professional Improvement Plan if necessary – which provides specific itemization of unsatisfactory aspects of performance, resources to which a principal may turn for help, and periodic performance reviews which continue for the duration of the improvement plan. Principals are evaluated using a local evaluation form that is based upon 2 major categories: individual goals for the year, and the district job description of a building principal. With respect to goals, each principal submits for approval each summer 2 goals that will be a unifying focus of her/his work throughout the coming school year. At the mid-point of the year, and again at the end of the year, each principal submits a report on progress made on each goal to date, aspects of the goals still to be accomplished, resources needed, and hurdles to be overcome. At the end of the school year, the assistant superintendent assigns a point total commensurate with the success realized in fulfillment of each of these goals. The remaining piece of the local evaluation form is taken directly from the district principal's job description. Each item in the description is rated on a 4 point scale, with point totals assigned to each rating. Total point ratings are used in arriving at decisions regarding degree of satisfaction with performance, bonus (if any) pay to be granted for the year and determination of a raise (if any) in salary for the coming year. Also, all administrators – principals included are evaluated using the PDE 5501 – DEBE Form.

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

a. Principal Development? Yes

Under performing principals in our district are given an individual professional development plan based on the results of their annual performance evaluation.

b. Principal Compensation? Yes

Per Act 93 Agreement

c. Principal Promotions? NA

d. Principal Retention and Removal? Yes

The focus of the Abington Heights School District is to improve the performance of all principals. Those receiving an ineffective rating will receive professional development and specific performance plan immediately following the unsatisfactory rating. A second ineffective rating will result in a dismissal.

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

The assistant superintendent evaluates principals, with whom he meets en masse every 2 weeks. In addition to these bi-monthly meetings, the assistant makes use of daily conversations with building principals and periodic building visits as sources of information to include in arriving at evaluative decisions. To the extent that there is any indication of a developing performance issue, the issue is addressed immediately – through a Professional Improvement Plan if necessary – which provides specific itemization of unsatisfactory aspects of performance, resources to which a principal may turn for help, and periodic performance reviews which continue for the duration of the improvement plan. Principals are evaluated using a local evaluation form that is based upon 2 major categories: individual goals for the year, and the district job description of a building principal. With respect to goals, each principal submits for approval each summer 2 goals that will be a unifying focus of her/his work throughout the coming school year. At the mid-point of the year, and again at the end of the year, each principal submits a report on progress made on each goal to date, aspects of the goals still to be accomplished, resources needed, and hurdles to be overcome. At the end of the school year, the assistant superintendent assigns a point total commensurate with the success realized in fulfillment of each of these goals. The remaining piece of the local evaluation form is taken directly from the district principal's job description. Each item in the description is rated on a 4 point scale, with point totals assigned to each rating. Total point ratings are used in arriving at decisions regarding degree of satisfaction with performance, bonus (if any) pay to be granted for the year and determination of a raise (if any) in salary for the coming year. Also, all administrators – principals included are evaluated using the PDE 5501 – DEBE Form.

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>1</u>
Total Number Employed	<u><u>4</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