

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

GENERAL INFORMATION

LEA Name:

Ambridge Area SD

AUN Number:

127040703

Address:

901 Duss Avenue Ambridge, PA 15003

Name Superintendent or Chief School Administrator:

Dr. Cynthia R. Zurchin

For Information Contact:

Mr. Barry King

Email:

bking@ambridge.

Phone:

724-266-2833

TEACHER INFORMATION

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

Our district used 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 observations of Instructional II teachers and semi-annual observations of Instructional I teachers. Teachers who are identified as needing improvement are observed as needed with intense coaching between observations. Special attention is focused on those indicators related to teachers' use of data-driven instruction based on individual student's needs. Data-driven instruction is one of our district's strategic goals and is the focus of professional development this year. Training on the use of data-driven instruction is provided to our entire staff including both teachers and principals as part of our Act 48 In-service programs from the Beaver Valley Intermediate Unit, Onhands Schools consultants and district central office personnel. Additional individual professional development is available for teachers who are found to need improvement through the observation process. This training heavily emphasizes how teachers can use student achievement to drive and improve instruction. Our district does not use the evaluation system to make salary decisions, however unsatisfactory evaluations can lead to dismissal.

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

a. Teacher Development? Yes

The Ambridge Area School District utilizes assessment data to drive teacher professional staff development. The district identifies areas of need and implements our professional development to address those areas. An example is the following: To address special education subgroup issues, the district brought in professional consultants to review best practices in co-teaching and instructional strategies.

b. Teacher Compensation? No

c. Teacher Promotions? No

d. Teacher Retention and Removal? Yes

The Ambridge Area School District utilizes the state approved evaluation tool to determine if an employee is satisfactory or unsatisfactory. Employees who receive a rating of unsatisfactory are placed on an improvement plan. Training and support are provided to the individual. Regular meetings are scheduled with the individual to review progress. If the teacher continues to perform at an unsatisfactory level, the district will move for termination of the employee.

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	191
Number Not Rated	0
Total Number Employed	<hr/> 191 <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
Ambridge Area HS	56	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	56 100%
Highland EI Sch	40	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	40 100%
Ambridge Area JHS	33	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	33 100%
State Street EI Sch	21	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	21 100%
Economy EI Sch	41	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	41 100%
Totals	191	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	191 100%

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:

The Ambridge Area School District uses a research based evaluation tool modeled after Bowling Green State University's appraisal supervision model. The supervision evaluation model that the district utilizes rates the principals in the following areas: Leadership, Educational, Professional, Managerial and Relationships with Others. The Superintendent of Schools evaluates principals on a bi-annual basis. The Superintendent provides principals with a written report and a copy of the evaluation rating scales at a post-conference meeting. Principals are rated either satisfactory or unsatisfactory. Principals who receive a rating of unsatisfactory are placed on an improvement plan. Training and support are provided to the individual. Regular meetings are scheduled with the individual to review progress. If the principal continues to perform at an unsatisfactory level, the district will move for termination of the employee.

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

a. Principal Development? Yes

Principals who receive a rating of unsatisfactory are placed on an improvement plan. Training and support are provided to the individual along with professional development. Regular meetings are scheduled with the individual to review progress. If the principal continues to perform at an unsatisfactory level, the district will move for termination of the employee.

b. Principal Compensation? Yes

Principals shall receive an annual increase in salary based on four performance levels. The four levels shall be Unsatisfactory, Satisfactory, Commendable and Exemplary. The Board shall determine commendable and exemplary. The Superintendent shall determine satisfactory and unsatisfactory. Excluding Unsatisfactory the other three levels shall be separated by a minimum of one percentage point to each. No increase will be less than 2% for Satisfactory. Unsatisfactory may receive no salary increase, at the discretion of the Board.

c. Principal Promotions? NA

d. Principal Retention and Removal? Yes

Principals who receive a rating of unsatisfactory are placed on an improvement plan. Training and support are provided to the individual along with professional development. Regular meetings are scheduled with the individual to review progress. If the principal continues to perform at an unsatisfactory level, the district will move for termination of the employee.

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. NA

Does the LEA publicly report principal evaluation data by school?

- a. Yes or No? (Web link provided if applicable.) NA

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		6
Number Not Rated		0
Total Number Employed		6

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	6	0 0%	6 100%					
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Note: - All Total percentages are the result of dividing the total number of ratings at each level (Numberator) 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**