

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

GENERAL INFORMATION

LEA Name:

Annville-Cleona SD

AUN Number:

113380303

Address:

520 S White Oak St Annville, PA 17003

Name Superintendent or Chief School Administrator:

Dr. Steven Houser

For Information Contact:

Andrea Flocken

Email:

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Phone:

717-867-7600

TEACHER INFORMATION

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

PDE forms 436, 427 and 428 are utilized to evaluate teachers. Non-tenured staff members are evaluated two times per year by a direct supervisor. Tenured teachers are evaluated one time per year by the supervisor. Supervisors gather data via walkthrough observations, classroom visits and formal observations to complete mid-year and end of year evaluations.

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

Unsatisfactory performance ratings result in teacher's being placed on a professional improvement plan and subsequent unsatisfactory ratings may result in moving to dismissal

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	111
Number Not Rated	0
Total Number Employed	111

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

Annville-Cleona MS	15	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	15	100 %
Annville Cleona HS	48	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	48	100 %
Annville EI Sch	30	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	30	100 %
Cleona EI Sch	18	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	18	100 %
Totals	111	0	0 %	111	100 %								

Note: - All Building percentages are the result of dividing the number of ratings at each level (Numberator) by the building total (Denominator)

- 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

PRINCIPAL INFORMATION

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

Building principals are evaluated one time per year at the descretion of the Superintendent. New principals are evaluated two times per year. Evaluations are based on the job description of the position.

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

- a. Principal Development? No
- b. Principal Compensation? Yes
Performance goals are directly tied to compensation for pricipals.
- c. Principal Promotions? Yes
Performance and advancement opportunities are directly linked.
- d. Principal Retention and Removal? Yes
Continued employment is dependent on performance.

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)? 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. 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:

Number Rated	4
Number Not Rated	0
Total Number Employed	4

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**

