

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

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**GENERAL INFORMATION**

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**LEA Name:**

Athens Area SD

**AUN Number:**

117080503

**Address:**

204 Willow St Athens, PA 18810

**Name Superintendent or Chief School Administrator:**

Diane Place

**For Information Contact:**

Craig Stage

**Email:**

cstage@athensasd.org

**Phone:**

570-888-7766

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**TEACHER INFORMATION**

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

Athens Area School District Teacher evaluation. Teacher evaluations are based upon Formal Classroom Observations performed by the building administrator. The building administrators are responsible for the evaluation of all certified professionals in each building. Non-Tenured professionals are formally observed four times a year, at least once per nine weeks. Tenured professionals are observed twice a year, once per 18 weeks. Building administrators spend 5 hours of Professional Development time every two years in evaluation training. Building principals complete an observation and evaluation form based on Charlotte Danielson's four domain for effective teaching. The form, PDE 5501, has four categories; planning and preparation, classroom environment, instructional delivery, and professionalism. The form then has a comments section that allows the observer to summarize the observation strengths and weaknesses. Teachers are observed in these categories and the building administrator marks the categories as satisfactory or unsatisfactory. If the majority of the scoring is unsatisfactory then an overall unsatisfactory score is given to the teacher for that observation. If a majority of observations are unsatisfactory then an over all unsatisfactory rating is given to the teacher. Each observation is followed with a meeting to discuss the scoring and for the opportunity for discussion and feedback. The PDE5501 form is then sent to the central office and filed for reference.

**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

Teachers who consistently perform at an "Unsatisfactory" Level are placed in an Improvement Plan. If the teacher still performs at an "Unsatisfactory" level, the termination process is started.

**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)? More than 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	178
Number Not Rated	0
Total Number Employed	178
	178

**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
Harlan Rowe MS	42	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	42 100 %
SRU El Sch	32	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	32 100 %
Audrielle Lynch-Ellen Bustin El	49	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	49 100 %
Athens Area HS	55	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	55 100 %
<b>Totals</b>	<b>178</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>178 100 %</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 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:

Athens Area School District Principal/Assistant Principal/Director Evaluation PHILOSOPHY This instrument is designed to provide for meaningful dialogue between the evaluator and evaluatee for the development of leadership skills leading to a total and effective education for all students. Each principal/assistant principal/director will be evaluated in the areas of visionary leadership, instructional leadership, management and organizational leadership, and parent and community leadership. EVALUATION PROCEDURE The performance of each principal/assistant principal/director shall be evaluated in writing by the superintendent with the assistance of the assistant superintendent at least once during the school year. The evaluatee will be provided a blank evaluation form and will be allowed at least ten days to complete the self-evaluation and prepare any necessary supporting documentation. The evaluator will independently complete an evaluation of the administrator, and specify any recommendations and commendations. Upon completion of the two evaluations, the evaluator will schedule a conference with the evaluatee. During this conference both parties will discuss their respective evaluations, present any supporting documentation, and revise their evaluations as warranted. Within ten days after the conference, the evaluator will consolidate the two evaluations with supporting documentation, recommendations and commendations on a single evaluation form. The evaluator will then secure the evaluatee's signature on the document, and then enter the evaluation in the evaluatee's personnel file. Overall rating will be either satisfactory or unsatisfactory. This rating will directly impact the Act 93 compensation plan for the following calendar year. Definitions: Exceptional (E): Demonstrates a model skill for other administrators to strive toward. Proficient (P): Highly competent in this element. Basic (B): Has the foundation expected by professional standards, but is not able to demonstrate application in every situation. Unsatisfactory (U): Does not meet acceptable standards of the profession with this element. Rating in the unsatisfactory category must be supported by comments and/or documentation.

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

- a. Principal Development? No
- b. Principal Compensation? Yes  
The results of the performance evaluations are used to support any compensation decisions made for principals.
- c. Principal Promotions? No
- d. Principal Retention and Removal? Yes

Result of a poor evaluation results in the Principal being placed on an improvement plan. The principal, with the assistance of the Superintendent, creates an action plan that will address areas of need and improvement. Successful completion of the action plan restores the principal's satisfactory status. Failure to successfully complete the action plan in a satisfactory manner may result in removal from the position of principal

**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. 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 Standarized 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

<b>Totals</b>	<b>6</b>	<b>0 0%</b>	<b>6 100%</b>					
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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**